



# **NAVAL POSTGRADUATE SCHOOL**

**MONTEREY, CALIFORNIA**

## **THESIS**

**U.S. NAVY OFFICER ATTITUDES ON THE REPEAL  
OF "DON'T ASK, DON'T TELL"**

by

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March 2013

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OF “DON’T ASK, DON’T TELL”**

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## **ABSTRACT**

“Don’t Ask, Don’t Tell” (DADT) prohibited gays from serving openly in the military from December 1993 to September 2011. In February 1994, a survey of Navy officers was administered at the Naval Postgraduate School exploring attitudes toward DADT. This survey was re-administered in 1996, 1999, 2004, and 2010. The surveys revealed an increasing acceptance of gays in the Navy. The present study, conducted post-repeal, utilized the same NPS survey along with focus-group interviews to examine the following: policy, cohesion, leadership, tolerance, unit effectiveness, and military environment. The results show that the trend toward increasing acceptance has continued, as a majority of Navy officers strongly support the service of homosexuals. At the same time, a number of officers claim to feel uncomfortable sharing living quarters with a homosexual. Differences in attitudes were found by rank and years of service. It is recommended that the study be continued and expanded to include a more representative population of Navy officers and enlisted personnel. Further, the post-repeal effects on readiness should be monitored, particularly for fairness and potential harassment. The thesis includes appendices with survey trend data from 1994 to 2012 and response frequencies from a concurrent survey of Marine Corps officers.

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## **LIST OF ACRONYMS AND ABBREVIATIONS**

DADT	“Don’t Ask, Don’t Tell”
LGB	Lesbian, Gay, Bisexual
DoD	Department of Defense
CRWG	Comprehensive Review Working Group
DOMA	Defense of Marriage Act
YOS	Years of Service

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# **I. INTRODUCTION**

## **A. BACKGROUND**

This study of Navy officers' attitudes on the repeal of "Don't Ask, Don't Tell" (DADT) expands on a previous Naval Postgraduate School (NPS) survey that was first administered in 1994 by Fred Cleveland and Mark Ohl, and was periodically re-administered at NPS by Margaret Friery (1996), John Bicknell (1999), Alfonso Garcia (2004), and Leo Ferguson (2010).

### **1. Repeal of DADT**

On September 20, 2011, the Don't Ask, Don't Tell Repeal Act of 2010 allowed lesbian, gay, and bisexual (LGB) personnel to serve openly in the U.S. military. Reversing the law commonly referred to as "DADT," after nearly 17 years on the books, it also allowed those who had previously been discharged (due to revealing their homosexuality) to be considered for re-entry. Although public opinion regarding gays serving openly had changed drastically since 1994, many in the top ranks of the military still held very strong views on the subject, claiming that DADT repeal "would undermine recruiting and retention, impact leadership at all levels, have adverse effects on the willingness of parents who lend their sons and daughters to military service, and eventually break the All-Volunteer Force" (Belkin et al., 2012, p. 1).

### **2. Expectations at the Outset**

At the outset, researchers expected that the findings of this study would continue to follow the same trends that were observed in the five previous DADT studies conducted from 1994–2010 at NPS on officers' attitudes toward homosexuals serving in the military. Although there are undoubtedly still those who disagree with the repeal, and with homosexuality in general, the authors predicted that acceptance rates would be at an all-time high in surveys conducted for this long-term study.

## **B. PURPOSE**

The primary goal of this research is to answer the following question: have the attitudes of Navy officers at NPS changed toward homosexuals serving openly in the military over the past 19 years? More specifically, have the attitudes of these officers changed since the repeal of DADT?

The findings of this study are important for several reasons. Most notably, this is the first study conducted at NPS on the subject since the repeal of DADT. It is assumed that many survey and focus group respondents have had contact with openly homosexual service members prior to participating in this study and can thus provide insight into the practical effects of the policy change. Further, NPS Navy officers, representing Navy leaders of both the present and future, can offer their unique perspective on how they believe DADT's repeal has initially affected unit cohesion, readiness, interpersonal relations, morale, recruiting and personnel retention, command climate, and other factors considered important to overall Navy effectiveness.

## **C. THESIS ORGANIZATION**

This thesis is divided into five chapters and includes nine appendices. Chapter II provides a brief history of DADT as well as a literature review of selected studies and previous research that have addressed the issue. This chapter also examines social and psychological theories that may help to explain changes in attitudes over time. Chapter III focuses on the methodology used for the study. Chapter IV presents results of the 2012 survey, while comparing them to previous surveys conducted at NPS on the same topic to identify trends. The survey results are supported with specific quotes from focus group participants. Further, a section of this chapter provides the researchers' overall impressions from the focus group portion of the study. Finally, Chapter V includes a summary of the study, conclusions, and recommendations for future policy actions and research.

Appendix A includes tables that compare response frequencies for questions on all six surveys administered since 1994. Appendix B compares the response frequencies of Navy and Marine Corps officers through a series of graphs. (Note that Marine officers were included in the NPS study beginning in 1999.) Appendix C contains a copy of the actual survey that was administered for this research. Appendix D contains the initial email correspondence asking NPS Navy officers to participate in the survey. Appendix E shows the reminder email sent to Navy officers. Appendix F reproduces the email used to solicit participation for the focus groups. Appendix G shows the participation consent form that was distributed to focus group participants. Appendix H presents the outline that was used for discussion during the focus groups. Finally, Appendix I contains the 97 open-ended answers from SurveyMonkey that survey participants included as responses to Question 59.

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## **II. LITERATURE REVIEW**

### **A. DADT: A BRIEF HISTORY**

When Bill Clinton ran for President in 1992, he campaigned on the promise that he would push for legislation allowing gays and lesbians to serve openly in the military. However, after the election, there was strong pushback from members of Congress, as well as from Colin Powell, chairman of the Joint Chiefs of Staff, and others in the defense establishment who favored a complete ban on homosexuals in the military (Thompson, 2007). The resulting compromise was the policy known as “Don’t Ask, Don’t Tell” (DADT), which states that applicants to the military and members of the military would not be required to reveal their sexual orientation, nor would investigations be pursued to investigate suspected homosexuals without specific types of evidence. At the same time, a service member could be discharged for the following reasons: stating or otherwise revealing that he or she is a homosexual or bisexual; engaging in, or attempting to engage in a homosexual act; or marrying or attempting to marry someone of the same sex (GPO, 2010).

In the seventeen-plus years that DADT was in effect, much was written about homosexuals serving in the military on both sides of the argument. However, minimal research was conducted that actually included any information on service members, with the exception of the number of service members who were discharged under DADT. The reason behind this was that, due to the controversial nature of the policy, and a fear that any research or surveys would cause unnecessary turmoil, the Department of Defense (DoD) strongly discouraged any studies of its personnel on the subject.

Nevertheless, there are a few key exceptions. The first of these was a DoD-commissioned study by the RAND Corporation that immediately preceded the implementation of DADT. Second, five studies were conducted between 1994 and 2010 at the Naval Postgraduate School (NPS), each building on the results of its predecessor, looking at Naval officers’ attitudes toward DADT. These

studies included the same core survey, with each re-administration deleting or adding certain questions from the previous survey. Third, in early 2010, at the request of the Senate Armed Services Committee, RAND updated its 1993 research. Around the same time, DoD established a Comprehensive Review Working Group (CRWG) to examine possible issues associated with the imminent repeal of DADT. Following the repeal, the Palm Center, formerly known as the Center for the Study of Sexual Minorities in the Military, studied the effects of the new policy on the readiness of the armed forces to conduct their mission. Findings from these studies are summarized below.

## **B. EARLY RESEARCH**

### **1. RAND Study: 1993**

On January 29, 1993, President Clinton signed a memorandum directing the Secretary of Defense to provide a draft Executive Order “ending discrimination on the basis of sexual orientation within the Armed Forces” (Rostker et al., 1993). Secretary of Defense Les Aspin asked the RAND Corporation to provide “information and analysis that would be useful in helping formulate the required draft Executive Order” that could be “carried out in a manner that is practical and realistic, and consistent with the high standards of combat effectiveness and unit cohesion our Armed Forces must maintain” (Rostker et al., 1993, p. 1).

To accomplish this task, RAND looked into multiple aspects of how sexual orientation may be perceived within the military. Specifically, researchers examined current public opinion, which included the views of active duty service members. Researchers also sought to identify factors related to unit cohesion, which had never been studied previously with respect to how it might be affected by sexual orientation. Additionally, the study looked at how DoD handled desegregation of the U.S. military in the late 1940s and early 1950s.

A major part of the study was to compare the U.S. experience with that of foreign militaries and to see how these nations treated matters of sexual

preference. Of the seven countries studied (Canada, France, Germany, Israel, the Netherlands, Norway, and the United Kingdom), only the United Kingdom did not allow homosexuals to serve openly in the military. (The United Kingdom lifted its ban on gays in 1999.) Researchers also studied police and fire departments from Chicago, Houston, Los Angeles, New York, San Diego, and Seattle, all of which had a non-discriminatory policy regarding sexual preference within their respective departments. Based on the nature of work, intensive training, and the camaraderie that tends to exist in these organizations, researchers felt they could be compared with the military.

When comparing the U.S. military with its foreign counterparts, a few common themes emerged. First, when each country first adopted a policy that allowed homosexuals to serve openly in the military, the transition occurred efficiently and without any major consequence. If a conflict did arise, it was usually fixed in a timely manner and to the benefit of all involved. Moreover, the number of homosexual service members in foreign militaries who were actually open about their sexual preference was much smaller than what had been previously predicted. Because of this, the researchers concluded that, regardless of policy, most homosexual service members remained discrete about their sexual preference to diminish any possible backlash.

In terms of the police and fire departments that were interviewed, RAND's researchers identified several common themes. Generally, it seemed as though the upper echelons of these public service organizations were not overly concerned with how their police or firefighters felt about personally interacting with homosexuals in the workplace. The departments sought only to control "behaviors, not attitudes" (Rostker et al., 1993), but they did maintain that employees must exhibit high moral standards and professional conduct. Even then, the study found that most people in these departments were largely unconcerned with the sexual preference of their co-workers. Members of these organizations strived to conduct themselves professionally and be part of the team, therefore conforming to the organizational culture that already existed.

And, as with foreign militaries, homosexual members mostly kept their sexual preference a private matter.

## **C. RECENT RESEARCH**

### **1. RAND Study: Sexual Orientation and U.S. Military Personnel Policy Revisited, 2010**

In his 2010 State of the Union address, President Barack Obama pledged to “work with Congress to repeal the law commonly known as ‘Don’t Ask, Don’t Tell’ (DADT)” (Rostker et al., 2010). In the years that had passed since DADT was implemented, American public opinion toward homosexuality had become far more accepting, as homosexuals themselves became more visible in the workplace, throughout daily life, and in popular culture. In response to requests from members of the Senate Armed Services Committee, the Secretary of Defense asked the RAND Corporation to update its 1993 study of sexual orientation within the military, with a specific emphasis on options and potential outcomes related to the repeal.

RAND’s researchers gathered data from a number of different sources. One source included two DoD surveys given to members of every branch of the military during the spring and summer months of 2010. These surveys focused on how a potential repeal of DADT would affect retention and future recruitment. While the results on retention were very straightforward, with less than six percent of respondents saying they might leave the service following a repeal, the results pertaining to recruitment were much more ambiguous. For example, one survey forecast a seven-percent decline in recruitment, while the other predicted a four-percent increase if DADT were repealed. With the apparent offset from these two surveys, researchers concluded that repealing DADT would likely have little effect on the military’s ability to recruit new members (Rostker et al., 2010).

RAND gathered its own data by convening twenty-two focus groups, including a combined total of over two hundred service members on ten different

military installations. These interview sessions sought to gauge participants' thoughts and opinions on the potential repeal of DADT, and the results showed that, while there were many differing opinions on the matter, all participants thought the military would be able to successfully navigate through any challenges that might arise if DADT were repealed. In addition to the focus groups, RAND conducted peer-to-peer surveys of homosexual active-duty service members. When asked whether or not they would reveal their sexual preference upon repeal of DADT, most respondents said that they would "wait and see" (Rostker et al., 2010).

Additionally, researchers sought to draw comparisons, as they did in 1993, between the U.S. military and those of foreign nations, as well as with domestic police and fire departments and other federal and state agencies. In studying these different organizations, researchers concluded that the sexual preference of their members was a "non-issue" (Rostker et al., 2010). Within the foreign militaries, homosexuals had been allowed to serve openly for several years with little-to-no effect on readiness or recruitment. Among the domestic agencies interviewed, most explained the absence of any major issues related to homosexuals in the workplace by citing the strict enforcement of their antidiscrimination policies.

The RAND study ultimately concluded that a successful repeal of DADT would have to meet three requirements. First, it should be supported by all major leaders at the top levels of DoD. Second, whatever changes are made, they should be communicated clearly and with no room for misinterpretation. And finally, for a successful transition, the new policy should be closely monitored and strictly enforced.

## **2. DoD: "Report of the Comprehensive Review of the Issues Associated with a Repeal of 'Don't Ask, Don't Tell,'" 2010**

In March 2010, Secretary of Defense Robert Gates appointed Jeh Charles Johnson and Army General Carter F. Ham to co-chair a comprehensive review of the impact that a potential repeal of DADT might have on the armed forces. More

specifically, they were asked to see how a repeal would affect military readiness, military effectiveness, unit cohesion, recruiting, retention, and family readiness, as well as to recommend appropriate changes to existing policy and regulations (DoD, 2010). To do this, the working group called upon a variety of different sources to gather information. Sources of information included: surveying over 115,000 active-duty and reserve service members, as well as over 44,000 military spouses; conducting 140 focus group interviews; creating an online inbox to allow service member to post their views on the repeal; soliciting the views of various members of Congress; and soliciting the views of foreign allies, veterans groups, and groups that were both for and against the repeal (DoD, 2010).

Three main survey questions formed the basis from which the working group developed its conclusions: 1) How would having a service member in your immediate unit who said he or she was gay affect the unit's ability to work together and get the job done; 2) In your career, have you ever worked in a unit with a co-worker that you believed to be homosexual; and 3) If "yes" to the previous question, how would you rate your unit's ability to work together (DoD, 2010)? The first question came with the most inconsistent results among different groups of the military. Although the overall results showed that 70 percent of respondents felt having a gay service member in their unit would have either a "positive," "mixed," or "no effect" on the unit's ability to work together, the comparable results for combat arms units in the Army and Marine Corps were much lower, at only 52 percent and 42 percent, respectively. However, the responses from members of combat arms units more closely mirrored the overall findings when they were asked about how their *actual* experience of serving with a gay co-worker affected the unit's ability to work together. On this question, 92 percent of the overall population stated that the unit's ability to work together was "very good," "good," or "neither good nor poor"; by comparison, 89 percent of persons in Army combat arms units felt the same way, along with 84 percent of those in Marine Corps combat arms units (DoD, 2010). The working group felt that this example accurately highlighted the difference between perceptions of

what might happen if DADT were repealed as opposed to the more probable outcome of having little-to-no effect whatsoever.

The working group was also informed by lessons learned through prior integration of the U.S. military, both racial and gender, as well as through lessons from foreign allies that already allowed homosexuals to serve openly. The integration of racial minorities and women into the U.S. military was by no means a popular decision at the time. However, although the transition of integrating these groups into the force was occasionally rocky, nothing but good has come out of it in the long run, and the consensus is that it has made the military stronger (DoD, 2010). Likewise, it was important to draw parallels with foreign militaries that had already blazed a trail for allowing gays to serve openly. While no perfect comparisons could be made based on cultural differences, the working group thought it was important to note that the implementation of open service in foreign militaries occurred with little or no disruption to their forces (DoD, 2010).

Finally, the working group concluded that, based on all of their findings, repealing DADT posed little risk to the overall effectiveness of the military. They found that, although there might be some short-term disruption to unit cohesion and retention, as long as the repeal were accompanied by a message and policies that advocated the fair and equal treatment of all service members, the disruption would not last long. The working group went on to say: “With a continued and sustained commitment to core values of leadership, professionalism, and respect for all, we are convinced that the U.S. military can adjust and accommodate this change, just as it has [with] others in history (DoD, 2010, p.3).”

### **3. Palm Center: “One Year Out – An Assessment of DADT Repeal’s Impact on Military Readiness,” 2012**

A scholarly study published in 2012 by researchers at the Palm Center is the first comprehensive examination of the effects on the military of repealing DADT. The Palm Center study is also unique in that it was not officially commissioned by DoD and therefore does not necessarily reflect the views of the

military or the government. The primary goal of the study was to determine whether the trend toward acceptance of homosexuals in the military had continued, and how the repeal of DADT may have affected military readiness. More specifically, research focused on the following four factors: unit cohesion, recruitment and retention, assaults and harassment, and morale (Belkin et al., 2012).

The Palm Center gathered data utilizing several different methods, including: interviews with former opponents and proponents of repealing DADT; physical observation of four military units; a pre-test/post-test quasi experiment; survey analysis; relevant media analysis of articles related to the repeal and published within the eleven months prior to actual repeal; secondary analysis of survey data collected by the *Military Times* and OutServe-SLDN (an association of gay service members); and recruitment and retention data published by DoD (Belkin et al., 2012).

In examining the effects of repeal on unit cohesion, Palm Center researchers conducted interviews with lesbian, gay, and bisexual (LGB) service members, as well as with heterosexual service members, to gauge their thoughts. Not surprisingly, considering most respondents might have a somewhat biased opinion on the subject, the LGB members surveyed reported a slight net increase in unit cohesion. It is worth noting, however, that LGB service members might be more cognizant of any changes in unit cohesion or daily interactions, especially those that are negative, with other members of their units. Researchers also found a preponderance of evidence from the heterosexual service members that the repeal had no adverse effects on unit cohesion (Belkin et al., 2012).

One of the major arguments from opponents of repeal was that it would adversely affect the ability of the armed forces to recruit and retain personnel. For example, Frank Gaffney, Jr., of the Center for Security Policy, said in 2010 that the repeal could “prove decisive to the viability of the all-volunteer force. That viability may, in turn, determine our ability to avoid in the years ahead—as we



have for the past four decades—a return to conscription to meet our requirements for warriors in those conflicts” (Belkin et al., 2012, p. 20). While both pre- and post-repeal surveys conducted by the *Military Times* in 2011, and again in 2012, showed some service members believed that repealing DADT made them less likely to remain in the military past their minimum commitment, similar numbers of service members said the repeal actually made them more likely to remain in the military (Belkin et al., 2012). Nevertheless, most evidence since the repeal has supported the claim that it has had almost no impact on recruitment and retention (Belkin et al., 2012). The most telling statistic of all is that all four active services and five of the six reserve components met or exceeded their numerical recruiting goals for fiscal year 2012, as well as exhibited “strong retention through the eighth month of fiscal 2012 (Belkin et al., 2012, p. 21).” It should also be noted that, as of September 2012, only two military resignations could be directly linked to repealing DADT, both of which were by Chaplains (Belkin et al., 2012).

Some opponents of repealing DADT were concerned that removing the restriction might lead to more assaults (of both a sexual and physical nature) and harassment. The argument was based largely on the perceived likelihood of two scenarios: homosexuals would become overly sexually aggressive toward their heterosexual coworkers; or heterosexuals would express their negative feelings toward openly serving homosexuals through physical violence. Although a few isolated incidents have occurred, the Palm Center could not find any evidence suggesting that the repeal of DADT led to any discernible increase in assaults or harassment. In reality, the repeal may have actually decreased the likelihood of incidents, or allowed the military services to better prosecute alleged sexual offenders. As one enlisted service member observed in an interview conducted by the Palm Center, people who might make hurtful or derogatory comments about homosexuals now think twice because they can associate those comments with an actual person instead of some stereotype. Another lesbian service member interviewed recounted the time she was raped and accused of being

someone who dressed “in four-inch heels and tight jeans who wanted it.” Since the incident happened prior to the repeal, she couldn’t tell anybody that she wasn’t even interested in men, fearing she would be discharged, and therefore her attacker went free (Belkin et al., 2012). The repeal of DADT helps to make such incidents a thing of the past, allowing all victims, regardless of sexual orientation, to feel safe coming forward.

Some opponents of repeal contended that repealing DADT would lead to an overall decrease in morale throughout the force. It is likely true that the repeal led to decreased morale among some service members, as evidenced by 13.7 percent of respondents making this claim on a 2012 *Military Times* survey (Belkin et al., 2012). However, the repeal also led to increased morale for both homosexual and heterosexual service members alike. While homosexual service members felt that they didn’t have to fear being “outed” and could therefore not have to worry about being discharged from the military, some of their heterosexual counterparts expressed a sense of relief as well. For example, one Navy officer interviewed by the Palm Center felt that, since remaining ignorant to a service member’s personal life “affects leadership in a big way,” the repeal has increased his morale because it is one less thing to worry about (Belkin et al., 2012). Ultimately, the study concluded that the repeal negatively affected morale for some, while positively affecting it for others, resulting in a zero net-effect for the military as a whole (Belkin et al., 2012).

## **D. NPS THESIS RESEARCH**

### **1. Background and History: 1994–2011**

Several studies of DADT have been conducted at NPS by students and faculty members since it was introduced in 1994. Five of these studies collected data by administering a campus-wide survey to gauge officers’ opinions on the subject, while another, conducted by Terry Rea in 1997, specifically utilized focus groups to determine how DADT may have affected unit cohesion. The first two studies, conducted by Fred Cleveland and Mark Ohl in 1994 and Margaret Friery

in 1997, administered surveys only to Navy officers. The next three studies, conducted by John Bicknell in 2000, Alfonso Garcia in 2004 (published in 2009), and Leo Ferguson in 2011 incorporated the views of Marine Corps officers along with those of their Navy counterparts. While the original intent of the 1994 thesis was mainly to determine Navy officers' understanding of the DADT policy, the subsequent studies expanded their approach to explore if attitudes had shifted over time. It is important to note that each of the surveys administered after the original in 1994 used the same core questions, allowing for trend analysis of several key topics.

In the original 1994 study, survey results indicated that a strong majority of respondents did not want to serve with a homosexual, and that attitudes toward homosexuals in general were quite unaccepting. As time progressed, and as homosexuals became more prominent in popular culture and in daily life, each survey showed consistently increasing acceptance of gays in the military. The results of these surveys are discussed in further detail in Chapter IV.

## **2. Common Themes**

Although each study conducted at NPS has slight variations in the way it analyzes and interprets the results, all reflect common themes and trends. At the heart of the discussion is the overall acceptance of homosexuals in America's armed forces. Since DADT prevented homosexuals from serving openly, many questions dealt in hypotheticals, asking for opinions as if homosexuals were allowed to serve openly. Along with acceptance, each study sought to determine how these feelings toward homosexuals and their service in the military might affect unit-level readiness.

As previously observed, the 1994 and 1997 studies looked at only Navy officers' attitudes. Starting in 2000, reasonable comparisons could be made between Navy and Marine Corps officers' attitudes. Further, over the course of the next two studies, enough data were collected to compare trends among and between officers in these two services. The comparisons of trends indicated

consistently that the NPS Marine Corps officers lagged behind their Navy counterparts in levels of acceptance regarding homosexuals and their service in the military. Indeed, the general impression from comparing officers' attitudes was that the Marine Corps results were consistently similar to the Navy results from the *previous* survey; that is, the Marine Corps officers seemed to be "one survey behind" that of the Navy officers. In addition, younger and more junior officers continually emerged as being more tolerant and accepting of homosexuals when compared with their older and more senior counterparts (Ferguson, 2011).

## **E. SOCIOLOGICAL AND PSYCHOLOGICAL THEORIES TO EXPLAIN ACCEPTANCE TRENDS**

### **1. Contact Hypothesis**

In 1954, Gordon Allport introduced the "Contact Hypothesis," a theory stating that prejudice is the result of insufficient or incorrect information about a person or group of people. Because of these knowledge gaps, people are forced to substitute information learned elsewhere, often relying on stereotypes and generalizations from other sources. Allport theorized that, under specific conditions (equal status between groups, common goals, intergroup cooperation, and support from authorities), these biases might be overcome through increased levels of several different types of interpersonal contact. It is through these contacts that people replace the missing or incorrect facts about others, leading to lower levels of prejudice. Three of Allport's types of contact are discussed below.

One type of interpersonal contact is casual contact (Allport, 1954). This type of contact is best described as "wholly superficial," because casual contact occurs when different groups encounter each other regularly but without any meaningful conversation. Without a more meaningful interaction, repeated casual contact with "out-group" members, as Allport calls them, serves only to reinforce stereotypes and/or rumors about those people because it does not allow truth to

supplant the imbedded misinformation (Allport, 1954). Basically, people see exactly what they have been conditioned to see when all they are doing is looking. It is a kind of self-fulfilling prophecy. In the context of this thesis, some officers may not accept homosexuals because they have been raised to believe that gays are sinners or degenerates who are psychologically disturbed. When only casual contact occurs, these same officers only see things that confirm their beliefs. A much different type of contact that leads to lower levels of prejudice is residential contact.

Residential contact deals not only with proximity of one group's living quarters to another, but also with whether these groups are integrated or not. It is not enough that the groups live near each other (Allport, 1954). In fact, as long as they live in groups at all, the closer they exist to each other, the more prejudice may occur. According to Allport (1954), "Segregation markedly enhances the visibility of a group; it makes it seem larger and more menacing than it is (p. 269)." For residential contact to reduce levels of prejudice, the groups must be integrated. Moreover, the groups must engage in communication once they are living together for prejudices to subside. This applies directly to the issues of berthing onboard naval vessels, and could serve useful when considering any possible policy shifts that may occur. While residential contact has been proven to reduce prejudice, it is not the most effective form of contact at melting away stereotypes. This only occurs within the realm of what Allport (1954) refers to as the pursuit of common objectives.

Pursuit of common objectives provides the best form of contact for eliminating prejudices at all levels (Allport, 1954). It is often not enough for people of different groups to meet each other regularly or to live in the same neighborhood or even to work together. It is the idea that they have chosen to come together for a specific and unified goal that allows them to stride past any preconceived notions that they have about one another and achieve solidarity. Allport (1954) produces many examples of these situations, including multi-ethnic athletic teams, integrated Army units, and sailors forced to deploy with members

of “out-groups.” Clearly, this idea of pursuit of common objectives still applies today within the context of allowing homosexuals to serve openly in the military. While it is true that Allport applied his contact theory initially to people harboring racial prejudice, it can very easily be applied to the same prejudices that exist post-repeal of DADT. While the contact hypothesis involves direct forms of interpersonal contact, cultivation theory is focused mainly on individuals’ interactions with mass media.

## **2. Cultivation Theory**

First presented by Professor George Gerbner of the University of Pennsylvania, cultivation theory states that television content directly influences and shapes the beliefs and attitudes of individuals as they relate to the outside world (Miller, 2005). Gerbner’s research shows that prolonged exposure to television does have a small, yet powerful effect on individuals’ beliefs. He likens this to an ice age where “just as an average temperature shift of a few degrees can lead to an ice age or the outcomes of elections can be determined by slight margins, so too can a relatively small but pervasive influence make a crucial difference. The size of an effect is far less critical than the direction of its steady contribution” (Gerbner, Gross, Morgan, & Signorielli, 1980, p. 14).

While Gerbner’s research was more generalized in which attitudes and beliefs were being shaped by television, scholars such as Sara Baker Netzley have looked more specifically at how views of homosexuals were molded due to images in the media. Her study finds a disproportionate level of sexual activity by homosexuals portrayed in the popular media, and that this has led people to believe gay people are typically more sexual in nature than are straight people (Netzley, 2010). While her study may explain some views of homosexuals’ sexuality, it does not directly explain why people would be more accepting of homosexuals overall. This is developed over time, as homosexuals are included more and more in television.

In a very bold move for the time, the television hit, *All in the Family*, became the first network sitcom to include an openly gay character (Sparta, 2002). This was 1971, and this was only one character on one show. Over the course of the four decades since Archie Bunker discovered his macho buddy, Steve, was gay, homosexuals have continued to become more common on television, as more openly gay characters are portrayed and homosexual actors come out of the closet. In 2013, shows such as *How I Met Your Mother*, *The Ellen DeGeneres Show*, and *Anderson Cooper 360°* star openly homosexual actors, while programs such as *Glee*, *Modern Family*, and *Smash* include openly gay characters. The effect of having more homosexual characters and celebrities appear in today's television, while not portrayed negatively or in stereotype, combined with Gerbner's cultivation theory, could possibly help to explain the observed increase in tolerance toward homosexuals across society.

### **3. Politics of Paranoia**

Aaron Belkin presented a speech to the Air Command and Staff College at Maxwell Air Force Base in May 2010 that was published in the *Journal of Homosexuality* as "The Politics of Paranoia" in February 2013. In this brief speech, he argues that opposition to gays in the military is part of a "phony debate about whether allowing open service would undermine unit cohesion" (Belkin, 2013, p. 214).

The main focus of Belkin's argument is drawn from Richard Hofstadter's *The Paranoid Style in American Politics* (1965), applying the notion to paranoia about gays serving openly in the military. This position is based on three examples of such paranoia. First is that a gay agenda exists in "...taking over this country, destroying our way of life, and that we have to draw a line in the sand at gays in the military" (Belkin, 2013, p. 216). The second element is that of discriminatory claims against homosexuals. By buying into these false assumptions, discrimination becomes much easier for people. Finally, in the politics of paranoia, there exists a "curious leap in imagination that is always

made at some critical point in the recital of events” (Belkin, 2013, p.215). Belkin likens this to how gay soldiers of the Dutch armed forces were blamed for the 1995 Srebrenica Massacre.

Belkin concludes his argument with a definition of civilian control that strives to keep the military bipartisan and avoids the lure to participate in the paranoia of politics. As Belkin (2013) observes: “On don’t ask, don’t tell, not only did you allow yourself to get dragged into the politics of paranoia, but, frankly, your leaders did not tell the truth. They were not honest about the real source of their opposition to gays in the military—the moral basis of their opposition—and so they made up these arguments about unit cohesion” (p.218).

## **F. CONCLUSION**

The studies reviewed in the chapter barely scratch the surface of what has been written and said on the subject of DADT over the past twenty years. Although there has been much debate over how repealing DADT would affect the force, these studies represent some of the only research that was able to include actual empirical evidence on the opinions of active-duty service members. Throughout these examples of research, some common themes can be found; suggesting that acceptance of homosexuals in the military has been progressing at a constant, steady pace. Research shows that the more time passes, and the more heterosexuals and homosexuals interact with one another in the workplace, the more stereotypes seem to fade away and allow people to be judged on their character and merit. There are those, however, who might never have the opportunity to interact with someone they know to be a homosexual in a work environment, so it becomes more difficult to ascertain how their perceptions are swayed in one direction or the other. It is therefore important to study factors such as upbringing, social structures, and even popular culture to determine how and why certain people might hold certain beliefs. These factors are explored in the present study using a two-phased approach, which is described in Chapter III.



### **III. METHODOLOGY**

#### **A. OVERVIEW**

This chapter describes the methodology used throughout this research. It is divided into three sections: Survey Instruments, Background Statistics, and Demographic Characteristics, each of which addresses both the written survey respondents as well as the focus group participants. Because a major goal of this research is to analyze the trends of Navy officers' attitudes accurately, the bulk of the written survey (exact questions, response choices, as well as the order of these items) came directly from surveys used previously in the Naval Postgraduate School (NPS) theses on "Don't Ask, Don't Tell" (DADT). Two major changes in the present study were the addition of the focus group component and the removal of Marine Corps officers, who are covered separately in another NPS thesis project (Callahan & Paffenroth, 2013).

#### **B. SURVEY INSTRUMENTS**

##### **1. The Written Survey**

The 2012 survey of Navy officers contained 59 items, 50 of which were statements asking participants to strongly agree, agree, disagree, or strongly disagree. Six items asked about demographics, including years of service, gender, race/ethnicity, warfare designation, pay grade, and whether the participant was a resident or distance-learning student. One item addressed the respondent's consent to participate and the content of the study. Finally, the last two items asked first for willingness to participate in a focus group and next for any open comments participants might wish to add. All items in the survey, the study's proposal, and collection methods were reviewed and approved by the NPS Institutional Review Board prior to distribution of the survey. Twelve items (Questions 7, 13, 15, 20, 24, 27, 32, 41, 45, 46, 49, and 50) were deleted from the most recent NPS survey completed by Leo Ferguson in 2010 because they were considered irrelevant after the repeal of DADT. Eleven items (Questions

41–51) that had not been included in previous NPS surveys were added to reflect changes in legislation regarding homosexuals' military service.

The 2012 written survey was administered using an online survey-hosting tool called "SurveyMonkey." This online tool allows researchers to upload all survey items into an account for easy distribution and collection of results. A direct hyperlink to the survey and a short description of the research were sent via the Initial Distribution Email (Appendix C) to 573 Navy officers, a list obtained from the NPS Office of Institutional Research, on November 6, 2012. A Reminder Email (Appendix D) was sent to the same 573 Naval officers one week later on November 13, 2012, again requesting their participation. The written survey was available to potential respondents for 14 days.

Resident and distance-learning students, as well as a small number NPS staff members, made up the group of Navy officers who participated in the survey.

Results of the 2012 written survey (Appendix A) were compared with the results of the previous five NPS surveys to identify and examine trends associated with Navy officers' attitudes on DADT and homosexuals' military service.

## **2. Focus Group Interviews**

Throughout administration of the written survey, the researchers solicited participants for focus group interviews to gather more detailed explanations of answers to some of the survey questions. This was accomplished by sending emails (Appendix E) to the Navy officer population at NPS asking for volunteers. Nineteen people volunteered, of which eighteen actually participated.

The four focus group interviews took place in a private classroom in Ingersoll Hall at NPS from 26–29 November 2012. The researchers began each interview by distributing "Consent to Participate in Research" forms to the volunteers and going over ground rules for the meeting. (This form can be seen

in Appendix F.) Once it was clear that all participants understood the rules, the voice recorder was turned on and the interviews began. Each focus group interview lasted roughly one hour.

The discussion topics for these focus group interviews were predetermined by the researchers, in conjunction with faculty advisors, based on questions from the written survey. The researchers loosely followed a previously prepared outline (Appendix G) throughout the interviews to facilitate the guided discussion and allow for personal comments and anecdotes from participants.

## **C. BACKGROUND STATISTICS**

### **1. Written Survey**

#### **a. Survey Respondents**

The response rate for the 2012 survey was 62.5 percent. This was much higher than the response rate of 36 percent for Navy officers in the 2010 survey (Ferguson, 2011). The relatively higher rate may be attributed to a smaller total NPS target population in 2012, even though it included resident students and distance learners as well as Navy officers serving as staff and faculty members at NPS as of November 6, 2012. Table 1 shows the response rate of NPS Navy students invited to participate in the study.

Table 1. Number of Respondents and Survey Response Rate, 2012

Survey Requests Sent Out	Respondents	Skipped Questions	Total	Response Rate
573	325	33	358	62.5%
Total	Collected	Requested		
Respondents	358	573		
Completely Filled Out Surveys	325	325		
Rate	90.8%	56.7%		

As evidenced in Table 2, the response rate of 62.5 percent is the highest of all six NPS DADT surveys of Navy officers at NPS.

Table 2. Survey Response Rates and Number of Comments Submitted: 1994, 1996, 1999, 2004, 2010, and 2012

1994 <sup>a</sup>		1996 <sup>b</sup>		1999 <sup>c</sup>	
Response Rate	Comments	Response Rate	Comments	Response Rate	Comments
60%	8	38%	33	35%	26*
2004 <sup>d</sup>		2010 <sup>e</sup>		2012	
Response Rate	Comments	Response Rate	Comments	Response Rate	Comments
38%	140*	36%	132*	62.5%	97

<sup>a</sup> Source: Ferguson, L. III (2011). Navy and Marine Corps officers' attitudes toward the "Don't Ask, Don't Tell" policy. (Master's thesis). Naval Postgraduate School, Monterey, CA, 85–103.

<sup>b</sup> Source: Garcia, A. E. (2009). Naval officer attitudes toward the "Don't Ask, Don't Tell" policy. (Master's thesis). Naval Postgraduate School, Monterey, CA, 71–84.

<sup>c</sup> Source: Bicknell, J. W. (2000). Study of Naval officers' attitudes toward homosexuals in the military (Master's thesis). Naval Postgraduate School, Monterey, CA, 165–176.

<sup>d</sup> Source: Friery, M. R. (1997). Trend in Navy officer attitudes towards the "Don't Ask, Don't Tell" policy. (Master's thesis). Naval Postgraduate School, Monterey, CA, 71–77.

<sup>e</sup> Source: Cleveland, F. & Ohi, M. (1994). "Don't Ask, Don't Tell" policy analysis and interpretation. (Master's thesis). Naval Postgraduate School, Monterey, CA, 86–89

As previously noted, the DADT survey was open to Navy officers for a total of 14 days. From a target population of 573 Navy officers, 358 submitted at least a partially completed survey with 325 of those being fully completed. Table 3 shows the number of survey forms submitted each day over the open period. As seen here, the vast majority of responses arrived soon after the initial solicitation. A modest surge in submissions later occurred after the reminder email was distributed on 13 November, one week after the start.

Table 3. Response Frequencies to 2012 DADT Survey by Date of Response

Date	6-Nov	7-Nov	8-Nov	9-Nov	10-Nov	11-Nov	12-Nov	13-Nov
Per Day	1	168	40	8	2	1	4	54
Cum Total	1	169	209	217	219	220	224	278
Date	14-Nov	15-Nov	16-Nov	17-Nov	18-Nov	19-Nov	20-Nov	
Per Day	45	13	10	3	1	3	5	
Cum Total	323	336	346	349	350	353	358	

## **b. Respondents' Comments**

The last item included in the 2012 survey afforded the participants an opportunity to submit any final comments they deemed related to the research. Ninety-five of the 358 respondents (nearly 27 percent) included a written comment. This number is much higher than those reported in the Navy-only surveys of 1994 and 1996 (Cleveland, 1994; Friery & Ohl, 1996). The NPS surveys administered in 1999, 2004, and 2010 combined both Navy and Marine Corps officers, so the individual comments, which were anonymous, cannot be attributed directly to members of either branch of service.

## **2. Focus Groups**

### **a. Focus Group Participants**

Question 58 of the written survey asked respondents if they would be willing to participate in a focus group to further inform the research. Of the 321 people who answered this question, 32 indicated that they would contact the researchers for more information. Nineteen Navy officers eventually contacted the researchers and were assigned appointment times for focus group participation. Eighteen officers participated in the focus groups.

## **D. DEMOGRAPHIC CHARACTERISTICS**

### **1. Written Survey Respondents**

The 2012 survey contained six demographic questions:

- How many years have you been in the military? (Question 52)
- I am (Gender): (Question 53)
- My race/ethnicity is: (Question 54)
- My designator is: (Question 55)
- My pay grade is: (Question 56)
- Are you enrolled in a resident program or distance learning at NPS? (Question 57)

The data gathered from these questions were compared with that provided by the Director of the NPS Office of Institutional Research to determine if those who participated in the written survey were reasonably representative of the NPS Navy officer population as a whole.

A summary of the demographic comparison is shown in Table 4. As seen here, 281 men (85.4 percent of respondents) responded to the survey along with 48 women (14.6 percent). This compares favorably with the relative proportions of men and women in the target population at NPS. At the same time, as seen in Table 4, the distribution of respondents by race/ethnicity is reasonably similar to that of the NPS Navy officer population as a whole. Respondents from all Navy officer pay grades took part in the survey proportionally with respect to the NPS target population. The biggest demographic differences noted were the disparities in enrollment percentages. The survey responses included a higher proportion of resident students and a lower proportion of distance learners than the NPS Navy officer population as a whole. When compared with the total Navy officer population at NPS (Appendix A: Survey Response Frequencies), the researchers are confident that a reasonably representative sample participated in the written survey for this research. It is important to note, however, that due to possible errors in the NPS database caused by lag time in recording enrollment entries and departures as well as staff changes (e.g., some “staff members”

could be students who graduated and are temporarily assigned here until their permanent change of station), there are a few instances where the respondents outnumber officers in the target population.



**Table 4. Demographic Characteristics of Survey Respondents and Naval Postgraduate School Target Population, 2012**

Category	Survey Respondents	NPS Target Population <sup>a</sup>	Category	Survey Respondents	NPS Target Population <sup>a</sup>
Gender	n=329	n=573	Pay Grade	n=327	
Male	85.4%	91.1%	O-1	2.4%	0.7%
	n=281	n=522		n=8	n=4
Female	14.6%	8.9%	O-2	3.1%	5.1%
	n=48	n=51		n=10	n=29
Race/Ethnicity	n=330		O-3	55.7%	58.8%
				n=182	n=337
Caucasian	77.9%	65.4%	O-4	28.4%	24.8%
	n=257	n=375		n=93	n=142
African American	3.9%	6.5%	O-5	8.3%	8.0%
	n=13	n=37		n=27	n=46
Hispanic	5.5%	5.1%	O-6	2.1%	1.2%
	n=18	n=29		n=7	n=7
Asian/Pacific Islander	3.9%	5.8%	Enrollment	n=329	
	n=13	n=33			
Native American	1.2%	1.4%	Resident	62.6%	54.8%
	n=4	n=8		206	n=314
Other	7.6%	15.9%	Distance Learner	31.6%	43.6%
	n=25	n=91		n=104	n=250
			Staff/Other	5.8%	1.6%
				n=19	n=9

<sup>a</sup> NPS Office of Institutional Research.

## 2. Focus Group Participants

Demographic information on the focus group participants was not collected to preserve the anonymity of these officers. It was noted, however, that focus group participants were demographically diverse based visually on rank, gender, race/ethnicity, and age.

Due to the voluntary nature of focus group participation, it could be said that any data gathered from these sessions would suffer from a self-selection

bias, as only the people with the strongest opinions would probably be eager to participate. To compensate for this, the discussion topics were worded as neutrally as possible and conversations were strictly kept on topic by the researchers throughout the interviews. Also, it should be pointed out that the researchers did not use the data gathered from the sessions as primary evidence to project trends in the attitudes of Navy officers. Rather, focus group discussions were used as anecdotal evidence to further illuminate written survey responses and provide a greater depth of understanding to the study results.

#### **E. TOWARD IDENTIFYING AND UNDERSTANDING TRENDS**

The results of the survey and focus groups were compiled and compared with those of the previous DADT surveys administered at NPS. Cross tabulations were used to analyze the resulting trends and are discussed in Chapter IV.

## **IV. RESULTS**

### **A. OVERVIEW**

This study shows that a strong majority of the Navy officers who participated in the 2012 written survey believe homosexuals should be allowed to serve in the military; an even stronger proportion of officers say that homosexuals should be tolerated in society. Also evident is the majority view that homosexuals are born that way and, conversely, that homosexuality is not learned through societal interaction. While support for same-sex spousal benefits took an unexplained downward turn from a previous survey, for the first time in this 19-year NPS “Don’t Ask, Don’t Tell” (DADT) study, a majority of Navy officers say that gays should have the same rights to marry as do heterosexuals.

In this chapter, selected results from the 2012 survey are first compared with Gallup polling results to examine differences between the attitudes of U.S. Navy officers and American adults on the topics of homosexual service in the armed forces, moral acceptability of homosexuals, same-sex marriage, same-sex marriage and benefits, and the origins of homosexuality. Next, the results are compared with those of the previous NPS DADT surveys conducted by Cleveland and Ohl in 1994, Friery in 1997, Bicknell in 1999, Garcia in 2004, and Ferguson in 2010 in the following six areas: Policy, Cohesion, Leadership, Tolerance, Unit Effectiveness, and Military Environment. This allows for trend analysis spanning the 17-plus-year period that DADT was in effect, as well as the period since its removal in September 2011. This will allow for a thorough analysis of how attitudes may or may not have changed, as some survey respondents have been able to go through the repeal implementation and see how it has affected the fleet. Finally, attention is shifted to observe changes in attitudes with respect to demographic information, specifically pay grade and time in service.

## **B. DIFFERENCES BETWEEN US NAVY OFFICERS AND SOCIETY**

### **1. Overview**

The U.S. military is roughly representative of the larger society by certain demographic measures and less representative by some others (OUSD[PR], 2011). One area where the military may be less representative of society relates generally to the attitudes and opinions of military personnel, which tend to be somewhat more conservative than those of their civilian counterparts. This divide has contributed to what scholars once described as a “civil-military gap” (Feaver & Kohn, 2001). Consequently, in the context of the present study, it is important to compare the views of those in the military with society as a whole to see where certain differences of opinion may lie.

Throughout this section, responses to selected questions from the 2012 written survey are compared with those from various Gallup polls conducted in 2012. Also shown are comparisons of these questions with Gallup polls reported in the previous NPS DADT theses. While the questions may not be worded in exactly the same way, the researchers feel that they give a reasonably accurate picture of similarities and differences in selected areas of interest.

### **2. Homosexual Service in the Armed Services: Navy Officers vs. Society Opinions (1992–2012)**

Traditionally, the military tends to attract people who are more conservative in their views than may be present throughout the rest of society (Feaver & Kohn, 2001). By looking at the results presented in Table 5, we see that, although both the Navy and society have become more accepting of homosexuality since DADT was enacted, the attitudes of Navy respondents at NPS seem to lag consistently behind those of the larger society.

Table 5. Homosexuals Should be Allowed to Serve in the Armed Services:  
Comparison of Navy Officers and Society (1992–2012)

Question 16. Gays and Lesbians should be allowed to serve openly in our military. (2010–2012) [Homosexuals should not be restricted from serving anywhere in the Navy (1994–2004)] <b>(Percent who Strongly Agree or Agree)<sup>a</sup></b>		
Do you think Homosexuals should or should not be hired for each of the following occupations...The Armed Forces? <b>(Percent who agree they should be allowed)<sup>b</sup></b>		
Year	Navy <sup>a</sup>	Society <sup>b</sup>
1992/1994	24.6%	57%
1996	35.8%	65%
1999	39.2%	70%
2004	49.7%	80%
2010	59.8%	76%
2012	73.4%	N/A

<sup>a</sup> Question and percentage found in Appendix A.

<sup>b</sup> Source: Ferguson, L, III (2011). Navy and Marine Corps officers' attitudes toward the "Don't Ask, Don't Tell" policy. (Master's thesis). Naval Postgraduate School, Monterey, CA, 39.

The comparison of results from the 1992 Gallup poll and the 1994 NPS survey helps to explain why policy makers may have felt that DADT was a needed policy compromise in the first place. While a majority of adults in society believed that homosexuals should be allowed to serve their country in the Armed Forces, members of the military itself tended to express a different view, and strongly so. However, in the years since the enactment of DADT, the rate at which acceptance increased has been greater in the NPS surveys than in the Gallup polls, even though total acceptance levels among Navy respondents at NPS still tend to trail those of the American adult population.

Since legislation was passed to repeal DADT, the issue of "gays and the military" has been treated as more or less resolved in the political or policy landscape. Consequently, no significant polling has been conducted on the subject to gauge the views of society since December 2010. However, it is

interesting to see that, in the two years since Congress voted to repeal DADT, the proportion of officers agreeing that gays should be allowed to serve openly in the military is close to the level found in society when Congress enacted the repeal.

As shown in Table 5, it is important to note that two different questions were used to gather data in the Navy surveys. From 1994 to 2004, the question focuses more on whether homosexuals should be allowed to serve anywhere in the Navy. In the two most recent surveys, Navy officers were asked to agree or disagree that gays and lesbians should be allowed to serve openly. Research from national polls suggests that people tend to be more accepting in their stated views when the term “gays” is used rather than “homosexuals” (Hechtkopf, 2010). Additionally, the matter of homosexuals serving “anywhere” does not necessarily mean that they should be allowed to also serve openly. Notwithstanding these differences, we can draw comparisons between the two questions and a similar question (homosexuals should be “hired”) from the Gallup polls. It should also be noted that both questions were included on the 2010 survey, with almost the same proportion of officers (60.9 percent versus 59.8 percent) agreeing on each.

### **3. Same-Sex Marriage: Navy Officers vs. Society Opinions (1999–2012)**

Now that homosexuals are allowed to serve openly in the military, the equal rights movement for gays has shifted toward legalizing same-sex marriage. This particular issue is quite polarizing, since it has political and social implications as well as spiritual and moral ones. As of January 2013, nine states—Connecticut, Iowa, Maine, Maryland, Massachusetts, New Hampshire, New York, Vermont, and Washington—have legalized same-sex marriage. Three of these states – Maine, Maryland, and Washington – became the first to legalize same-sex marriage via popular vote on 6 November 2012. An additional five states – Delaware, Hawaii, Illinois, New Jersey, and Rhode Island – allow civil unions that provide rights similar to those of marriage.

Even though a growing number of states recognize the legal union of same-sex partners, the federal government does not. This is due to federal legislation known as the Defense of Marriage Act (DOMA). This means that, even though homosexuals may serve openly and marry a same-sex partner if they happen to live in one of those states, as federal employees their marriages are not recognized as legal or valid.

DOMA may be fighting an uphill battle in the judicial system. On 18 October 2012, the 2nd U.S. Circuit Court of Appeals upheld previous rulings stating that DOMA violates the Constitution's equal protection clause (Neumeister, 2012). The next stop is the U.S. Supreme Court, where arguments are scheduled to be presented in March 2013 (Ryznar, 2013). Table 6 compares the trends in attitudes over time between NPS Navy officers and society on the subject of same-sex marriage.

Table 6. Same-Sex Marriage: Comparison of Navy Officers and Society (1999–2012)

Questions 38. Homosexuals should have the same rights to marry as heterosexuals <b>(Percent who Strongly Agree or Agree)<sup>a</sup></b>		
Do you think marriages between same-sex couples should or should not be recognized by the law as valid, with the same rights as traditional marriages? <b>(Percent who believe it should be valid)<sup>b</sup></b>		
Year	Navy <sup>a</sup>	Society <sup>b</sup>
1999/2000	N/A	35%
2004	35.1%	42%
2010	49.6%	44%
2012	61.7%	50%

<sup>a</sup> Question and percentage found in Appendix A.

<sup>b</sup> Source: Gallup (2012, May 8). Half of Americans support legal gay marriage. *Gallup Polls*. Retrieved from <http://www.gallup.com/poll/154529/Half-Americans-Support-Legal-Gay-Marriage.aspx>

The trends over time shown in Table 6 suggest that society is becoming more comfortable with the concept of same-sex marriage. As with most other comparisons, Navy officers' attitudes initially tended to lag behind those of society in accepting gays. For example, in 2004, about 35 percent of NPS officers agreed that homosexuals should have the same rights to marry as do heterosexuals. This compares with 42 percent of adult Americans in 2004. By 2010, the proportion of Navy officers supporting the rights of same-sex couples to marry exceeded levels of acceptance in the general population. And by 2012, almost 62 percent of Navy officers supported these rights, compared with half of those in the American population.

One major reason for the differences between the attitudes of NPS Navy officers and adult Americans could relate to a person's definition of "marriage." In fact, the 2012 survey of NPS Navy officers contained another question that addressed the issue of same-sex marriage: "The definition of marriage is between one man and one woman." Here, 53 percent of Navy respondents agreed or strongly agreed. This is almost 9 percentage points below their agreement regarding the rights of homosexuals to marry. One explanation for the higher proportion of officers agreeing with the statement on "rights to marry" is that many officers could have interpreted it more as a question of "rights" or "equal rights" than of marriage. Removing the term, "same rights," and referring more directly to "one man and one woman" can create a different context in the minds of these respondents. Indeed, one focus group participant captured the idea that secular rights or the legal aspects of marriage differ from religious principles: "It goes back to your religion and your morals, I think. I am always going to think that marriage is for a man and a woman only and that is the way—nothing is going to change that. But, I feel like, in the future, DOMA is going to change. I mean, I would guess that it is only a matter of time before it changes."

Many other focus group participants had similar feelings, but also offered solutions as to how the federal government might be able to compromise. Said one focus group participant: "I understand a little bit of the marriage aspect, the



religious marriage aspect, they don't want it to be called marriage, but I think that they should—there are other states that have established partner civil unions. So I think the military should pretty much just go the same route and just give them—they would essentially have all the same benefits, they are just not calling it marriage.” Added another: “I don't think gay people are trying to usurp the meaning and the religious connotation behind marriage, they just—I think it really is just about the benefits. At least in the English language, except for the civil union thing, that is just the concept and whether you get married in a church or in a court house you are still filing the paperwork through the courthouse, so that it is recognized by your state... and so, if people are hung up on the issue of terminology, well that is easy to fix I think without stepping on toes.”

#### **4. Same-Sex Marriage and Benefits: Navy Officers vs. Society Opinions (2000–2012)**

From the military's perspective, the issue of same-sex marriage is tied closely to spousal benefits. Benefits provided to the spouses of service members are among the best offered by any organization, public or private. However, because DOMA does not recognize same-sex spouses as the legal dependents of military members, they are not entitled to any of the benefits given to the spouses of opposite-sex marriages. These benefits include health care, hospital visitation rights, and relocation services for Permanent Change of Station transfers, among others. Table 7 compares the trends in attitudes between Navy officers at NPS and the general public, as polled by Gallup, on the issue of same-sex marriage and benefits.

Table 7. Same-Sex Spousal Benefits: Comparison of Navy Officers and Society (2004–2012)

Question 44. Same-sex spouses of homosexual service members should be entitled to the same benefits provided to the spouses of heterosexual service members? (2012) [If homosexuals were allowed to serve openly, their dependents should be entitled the same benefits provided to dependents of heterosexuals? (2004–2010)] ( <b>Percent who Strongly Agree or Agree</b> ) <sup>a</sup>		
Do you think there should or should not be health insurance and other employee benefits for gay and lesbian domestic partners or spouses? ( <b>Percent who believe there should be</b> ) <sup>b</sup>		
Year	Navy <sup>a</sup>	Society <sup>b</sup>
2004	69.2%	N/A
2009/2010	76.5%	67%
2012	70.2%	77%

<sup>a</sup> Question and percentage found in Appendix A.

<sup>b</sup> Source: Gallup (2012, December 17). Americans favor rights for gays, lesbians to inherit, adopt. *Gallup Polls*. Retrieved from <http://www.gallup.com/poll/159272/americans-favor-rights-gays-lesbians-inherit-adopt.aspx>

As seen in Table 7, the results for both Navy officers and adult Americans show substantial support for gay and lesbian spouses having the same benefits as their opposite-sex counterparts. Although the results in Gallup polls show increasing agreement from 2010 to 2012, one cannot determine whether two data points constitute a trend. Similarly, survey results for NPS Navy officers show an increase from 2004 to 2010, followed by a drop of over six percentage points in 2012. One explanation for this seeming decline in support could be that survey respondents were asked a different question in 2012 than they were in 2010, due to the need for rewording after DADT's repeal. Indeed, the pre-repeal question establishes a hypothetical condition, "if homosexuals were allowed to serve openly," which could have encouraged somewhat greater agreement with the premise of "same benefits." Nevertheless, one can conclude from this comparison that the attitudes of NPS Navy officers seem to be on par with those of society regarding this particular subject.

Focus group participants weighed in on the subject as well, and offered a number of observations:

- “I think they should be afforded the same benefits that a man and a woman union should. Absolutely.”
- “The fact that somebody is denied benefits is just the same as someone being denied the right to serve. It is still a ‘right.’ I don’t think it is a privilege; I think it is a right.”
- “What I would call the standard would be if you pay for it for a traditional couple, you pay for it for a nontraditional couple or a gay and lesbian couple. If it is a unique cost to them. . . when you get into the area where you have to decide whether it would be covered.... Like I am not going to pay for how you get pregnant, but once you are, then, yes, we will cover it.”
- “For them to say, ‘well, yes, you are a same-sex couple, so when he is in the hospital dying you can’t go into the hospital room because you are not family.’ That is not really acceptable to me. And the same way with the benefits. They are a same-sex couple, we have said that you can be in the military, so now they are being separated from that and say, ‘Okay, well yes you can be a same-sex couple, you can serve in the military, but when he goes into a combat zone and dies and gets blown up, you don’t get any benefits because you are not family.’ I just—I don’t see that as being acceptable for very long.”
- “DOMA in particular is really, really damaging, I think, to morale because some of them had been... in a civil union with another person for years. They had been away from that person for also literally years because of—there is no right of colocation or anything like that. They can’t—especially if they are ‘dual military’ [joint-service couple] and in some cases some of them got put overseas and there they couldn’t bring their significant other with them. So I think it is extremely damaging from a morale standpoint.”
- “If you are a commanding officer and your E-4 sailor or an E-3 sailor comes up and says, ‘Hey my life partner just got in a bus accident and I am now

financially ruined because I have to pay his bills because the Navy won't give my family benefits. I hate you, I hate the Navy. I hate this command.' On and on we go. It becomes an equal protection under the law kind of a problem and I am afraid that is going to hurt readiness tremendously, and as soon as that first gay lover needs medical care or something like that, some other benefit that is provided to other spouses."

- "I can't imagine how you would handle something like [death notification] and go up to somebody and say, 'You know, yes, I realize you were the legal spouse of this other service member in the eyes of your state, and I realize that his whole family accepts you, but we can't really give you any sort of military honors or anything else because we can't acknowledge that you guys were married.'"

#### **5. Origins of Homosexuality (Genetics or Environment): Navy Officers Vs. Society Opinions (1994–2012)**

Tables 8 and 9 show a comparison of attitudes held by Navy officers at NPS and society on the origins of homosexuality, specifically concerning whether individuals are "born gay" or if it is something "learned" through one's upbringing or environment. Because these tables illustrate opposing views, it makes sense that the trends shown are also inversely proportional. Since the first NPS DADT survey, the proportion of respondents who agreed that homosexuality is due to genetics has consistently increased from about 33 percent in 1994 to 59 percent in 2012. Since the responses to statements do not allow officers to opt out of agreeing or disagreeing, one can assume that the proportion of respondents who believe homosexuality is "learned through society interaction" has decreased from about 52 percent in 1994 to 35 percent in 2012. Thus, during this period, the proportions have more or less reversed themselves.

Table 8. Origin of Homosexuality (Genetics): Comparison of Navy Officers and Society (1994–2012)

Question 4. Homosexuals are born that way ( <b>Percent who Strongly Agree or Agree</b> ) <sup>a</sup>		
In your view, is being gay or lesbian something a person is born with, (or) due to factors such as upbringing and environment? ( <b>Percent who believe it is something with which they are born</b> ) <sup>b</sup>		
Year	Navy <sup>a</sup>	Society <sup>b</sup>
1994	32.6%	N/A
1996	36.4%	31%
1999	40.2%	34%
2004	53.0%	37%
2010	53.2%	36%
2012	59.2%	40%

<sup>a</sup> Question and percentage found in Appendix A.

<sup>b</sup> Source: Gallup (2012, May 14). U.S. acceptance of gay/lesbian relations is the new normal. *Gallup Polls*. Retrieved from <http://www.gallup.com/poll/154634/Acceptance-Gay-Lesbian-Relations-New-Normal.aspx>

The attitudes of adult Americans on the origins of homosexuality similarly shift toward genetics from one year to the next, although the total proportion of the general population who support the genetic theory (40 percent in 2012) is much lower than among NPS officers. Part of this difference may be explained by the fact that the Gallup poll offered three responses (“born with,” “upbringing and environment,” and “don’t know”), unlike the forced choice in the NPS survey.

Table 9. Origin of Homosexuality (Society Interaction): Comparison of Navy Officers and Society (1994–2012)

Question 5. Homosexual orientation is learned through society interaction and can be changed at will. <b>(Percent who Strongly Agree or Agree)<sup>a</sup></b>		
In your view, is being gay or lesbian something a person is born with, (or) due to factors such as upbringing and environment? <b>(Percent who believe it is due to upbringing and environment)<sup>b</sup></b>		
Year	Navy <sup>a</sup>	Society <sup>b</sup>
1994	51.7%	N/A
1996	45.4%	40%
2000	45.0%	44%
2004	39.8%	41%
2010	35.8%	37%
2012	35.4%	35%

<sup>a</sup> Question and percentage found in Appendix A.

<sup>b</sup> Source: Gallup (2012, May 14). U.S. acceptance of gay/lesbian relations is the new normal. *Gallup Polls*. Retrieved from <http://www.gallup.com/poll/154634/Acceptance-Gay-Lesbian-Relations-New-Normal.aspx>

## C. TREND ANALYSIS IN US NAVY OFFICERS' ATTITUDES OVER A NINETEEN-YEAR PERIOD

### 1. Overview

This section analyzes several categories of statements that were used consistently in the NPS surveys for measuring the attitudes of service members toward DADT. Specifically, the trend analysis seeks to discover if the views of NPS Navy officers have changed over the nineteen-year period covered by the six surveys. Survey statements were combined around the following categories: Policy, Cohesion, Leadership, Tolerance, Unit Effectiveness, and Military Environment. The results of the six surveys from 1994 to 2012 can help in identifying trends and in making more calculated policy decisions in the years ahead.

## 2. Policy

Department of Defense (DoD) policy is intended to support the readiness of all military branches by maintaining high standards of conduct and performance (DoD Directive 1332.14). The repeal of DADT in December 2010 and subsequent implementation in September 2011 allows all service members to be open and honest about their sexual orientation, should they choose to do so. Although this new policy has now been placed into effect, standards pertaining to service member conduct will more or less remain unchanged.

It is somewhat difficult to compare trend results for the most recent survey on questions regarding policy due the fact that the questions ask opinions about the “current policy,” and this is the first study where the “current policy” is actually different than for every other study. However, reasonable conclusions can still be made as to whether this new policy has had any effect on opinions when compared with its predecessor. Table 10 shows the results of all six studies concerning attitudes regarding DoD’s homosexual policy.

Table 10. Trend Analysis: Attitudes of Navy Officers Regarding Homosexual Policy (1994–2012)

Question (Percent who Strongly Agree or Agree) <sup>a</sup>	JUN 1994	MAR 1996	MAR 1999	DEC 2004	NOV 2010	NOV 2012
2. Full acceptance of homosexuals in the military sends the wrong message to the rest of society.	72.9%	65.8%	59.1%	46.2%	35.6%	24.3%
15. The current policy protects the rights of all sailors, regardless of sexual orientation.	35.5%	50.4%	55.4%	53.9%	48.6%	75.0%
18. The current policy is good for national defense.	18.0%	29.6%	35.7%	46.1%	51.6%	67.4%
33. On the whole, I like the current policy better than the old policy.	23.3%	29.8%	44.2%	56.6%	63.6%	67.3%

<sup>a</sup> Questions and percentages found in Appendix A.

Each question that was asked on the subject of policy shows an increased level of acceptance toward the repeal of DADT. For example, the continued trend of decreasing agreement with the statement in Question 2, “Full acceptance of homosexuals in the military sends the wrong message to the rest of society,” suggests that the vast majority of respondents see the military as finally catching up with the rest of society. As one focus group participant commented on the repeal of DADT: “Yes, it is reflective of where society in general is going. I think it is appropriate. It is time to move on and make homosexuality less of an issue in the military.”

Results for the statement in Question 15, “The current policy protects the rights of all sailors, regardless of sexual orientation,” are particularly interesting. From 1996–2010, the results suggest no discernible shift in attitudes, staying around the 50-percent level. It is reasonable to think that agreement with the statement could have decreased due to two separate factors. First, some heterosexual officers could have felt as though their rights were being less protected by the repeal of DADT, but with such high acceptance rates regarding gays throughout the survey, that seems to not be the case. Second, some respondents in 2010 could have thought that, even though DADT would soon be repealed, not everyone’s rights were being protected by other policies (such as DOMA) that deny certain benefits to homosexual service members. In the end, it seems as though most officers did not take that into account when responding to the question. And, ultimately, after the repeal of DADT, 75 percent of Navy officers agreed that the “current policy” protected the rights of everyone.

The last two questions listed in Table 10 really get at the heart of attitudes toward DADT and, subsequently, its removal. One way of interpreting the combined results of Questions 18 and 33 is to conclude that Navy officers seemingly became more comfortable with DADT as the years progressed. This would include officers who were opposed to the inclusionary aspects of the policy (gays were allowed to serve in silence) in early years as well as those who may have seen the policy become less restrictive or even doomed for repeal by 2010.



By 2012, in the post-repeal environment, roughly two-thirds of respondents could agree that not having DADT is good for national defense and preferable to its alternative. One focus group participant offered a unique perspective on the subject:

I was in the Navy when it [DADT] was put in place back in 1993 and I thought it was flawed from the beginning. I just didn't see a reason for it and thought it was a useful discriminator in terms of security clearance and just health and other behavioral aspects and things that it was useful for the military to have that as a qualifier. So, you know, the repeal of it two years ago it is not like—okay, it was kind of flawed to begin with, anyway. So, it prevents people from having to kind of hide or to mask themselves.

The statement in Question 41, “The repeal of DADT was the correct course of action for the Department of Defense,” is not included in Table 10 since it was presented for the first time in 2012. Nevertheless, agreement with this statement by Navy officers (70 percent) corresponds well with their responses to Questions 18 and 33 (67 percent agreement on both). It should also be noted that, even though a majority of respondents favored DADT's repeal, one focus group participant did feel that it at least had a purpose initially:

I do think it was a stepping-stone though, regardless of the amount of time that it took to change. It was a stepping-stone, which led to where we are now because that started changing mindsets and started making people think about it. So, in that aspect, it was a good thing. The length of time, well, only the public can really change things, and they finally did.

Finally, it is important to examine attitudes toward the implementation of the repeal. Question 42 asked respondents whether they agreed with the statement, “The training I received from the Navy prior to the repeal of DADT was effective.” About 72 percent of the respondents agreed that they received effective training on what the new policy would entail. As one focus group participant commented: “I will say at least the way it was done in my command, the training was pretty well done from a roll down there. With me, there were no questions on what the policy actually was, what it entails. It was well done, I

think.” However, some respondents felt that the three-stage training employed by the Navy was “a little too much.” One focus group participant offered this opinion: “I felt that it was almost a little oversensitive.... Especially in the military environment where we are used to just taking orders and marching on. It almost seemed like they overemphasized it, whereas I think a lot of us would have just been okay with a memo saying, ‘These are the changes and carry on.’”

### **3. Cohesion**

General Edward Meyer, former Army Chief of Staff, once defined unit cohesion as “the bonding together of soldiers in such a way as to sustain their will and commitment to each other, the unit, and mission accomplishment, despite combat or mission stress” (Horn & Walker, 2008, pp.76–77). From sports teams to military units, most will agree that talent and ability do not necessarily matter if members cannot work together as one cohesive unit. As one focus group participant observed on whether readiness can be rigidly defined: “Readiness is not just having the right people in place, because you can have 90 percent of your manning. But that 90 percent of your manning may or may not work together cohesively as a team.”

Table 11 looks at trends in officers’ attitudes on questions dealing with factors that relate to unit cohesion. As seen here, across the board, respondents generally expressed increasing levels of acceptance on issues such as trust, personal interaction, and comfort levels, all of which play into unit cohesion.

Question 51, presented for the first time in the 2012 survey, specifically addresses unit cohesion: “How has the repeal affected unit cohesion in the Navy?” For this question, officers were provided with five choices: strongly positive, positive, no effect, negative, and strongly negative. A majority of respondents, 61.2 percent, felt that the repeal had no effect on unit cohesion. At the same time, 19.7 percent of respondents felt that it had a strongly positive or positive effect, while 16.1 percent felt it had a strongly negative or negative effect. One of the focus group participants shared his feelings on the subject: “I

remember right after it [DADT repeal] was instituted, it wasn't a big change for anyone. It was just a normal day at work. It is not really a big issue... it is a reflection of our society's changing. It will continue to change and become more accepting."

Table 11. Trend Analysis: Attitudes of Navy Officers Regarding Cohesion (1994–2012)

<b>Question (Percent who Strongly Agree or Agree)<sup>a</sup></b>	<b>JUN 1994</b>	<b>MAR 1996</b>	<b>MAR 1999</b>	<b>DEC 2004</b>	<b>NOV 2010</b>	<b>NOV 2012</b>
9. Allowing homosexual personnel within the Navy can cause the downfall of good order and discipline.	78.8%	66.5%	58.8%	51.5%	36.9%	26.7%
13. Homosexuals can be trusted with secret military documents.	70.4%	79.6%	83.2%	88.6%	94.8%	93.0%
20. I feel uncomfortable in the presence of homosexuals and have difficulty interacting normally with them.	57.8%	44.2%	36.4%	21.0%	17.5%	16.0%
25. Gay men would not be reliable in a combat situation.	N/A	N/A	N/A	N/A	11.8%	10.6%
37. The presence of a homosexual in my unit would interfere with mission accomplishment.	N/A	50.7%	43.7%	35.9%	25.8%	18.1%

<sup>a</sup> Question and percentage found in Appendix A.

The results for Question 9, "Allowing homosexual personnel in the military can cause the downfall of good order and discipline," show a significant decrease in opinions that allowing homosexuals to serve openly would threaten certain military conditions. Another integral aspect of unit cohesion is shipmates' ability to trust one another. When examining the results of Question 13, even though the amount of agreement slightly decreased from 2010 to 2012, the overwhelming majority of respondents still agree that homosexuals can be trusted with classified information. Question 25, "Gay men would not be reliable in a combat situation," deals with being able to trust one's fellow service member

when the bullets start flying, which is the most crucial time to be a cohesive unit. Although this question appeared on only two surveys, the fact that so few of the respondents agreed with this statement shows that trust is of minor concern when it comes to sexual orientation. As one focus group participant observed: “I think at the end of the day, regardless if someone is homosexual, if they have the courage to be on the front lines to do their job, that is respected universally and I just don’t think it ends up trumping everything else.” Another chimed in: “I don’t think it is going to affect it at all because as long as your ship is ready to go and your sailors always step up to the plate and it doesn’t matter their skin color, what language they speak, or their sexuality, but they always deliver and we always get the mission done.”

Questions 20 and 37 both deal with personal interactions and how they may affect unit cohesion. Question 20, “I feel uncomfortable in the presence of homosexuals and have difficulty interacting normally with them,” suggests that, as time has passed, more and more heterosexual Navy officers are becoming comfortable interacting with homosexuals on a regular basis. Although the rate of increase for comfort levels has slowed since 2004, the fact that they have still increased is significant, given that homosexuals can now be open about their sexuality. The same conclusions can be drawn from analyzing the trends in Question 37, “The presence of a homosexual in my unit would interfere with mission accomplishment.” Agreement with that statement has steadily declined from 50.7 percent in 1996 to 18.1 percent in 2012. This is consistent with the results from Question 20, and suggests that most of the officers who feel generally uncomfortable around homosexuals could be the same ones who feel mission accomplishment would be adversely affected if there were a homosexual in their unit.

#### **4. Leadership**

Survey respondents answered three questions on the topic of homosexuality with regard to leadership. Two of these questions dealt with

homosexuals serving in leadership positions, and one question asked about participants' willingness to follow an order to work with a homosexual service member. The results in Table 12 show that Navy officers are much more likely to accept working with a homosexual Commanding Officer than they have been in the past. Also, Question 21 shows that 80.6 percent are confident that "a division officer's sexual preference has no effect on the officer's ability to lead." Finally, 86 percent of the officers responded positively that it would not be difficult working with a homosexual if ordered to by a Commanding Officer.

Table 12. Trend Analysis: Attitudes of Navy Officers Regarding Leadership (1994–2012)

<b>Question (Percent who Strongly Agree or Agree)<sup>a</sup></b>	<b>JUN 1994</b>	<b>MAR 1996</b>	<b>MAR 1999</b>	<b>DEC 2004</b>	<b>NOV 2010</b>	<b>NOV 2012</b>
7. I would have no difficulty working for a homosexual Commanding Officer.	30.4%	37.2%	42.5%	60.5%	67.6%	77.3%
21. A division officer's sexual preference has no effect on the officer's ability to lead.	38.3%	53.2%	55.8%	63.5%	74.7%	80.6%
27. I would have no difficulty obeying an order from the Commanding Officer to work with a homosexual co-worker on a difficult or dangerous assignment.	49.7%	61.6%	67.3%	77.9%	80.1%	86.0%

<sup>a</sup> Question and percentage found in Appendix A.

While it may be interesting to note a 12.5 percentage-point difference when comparing responses in the 2010 survey on Question 7 with responses to Question 27 (Ferguson, 2010), what is more interesting are the trends exhibited in each question's responses from 2010 to 2012. Ferguson rightly pointed out in 2010 that "identifying the Commanding Officer as being gay produces a proportionately less favorable attitude among the officer respondents." However, when examining survey responses from 2010 to 2012, the trends indicate that acceptance of working for a homosexual Commanding Officer (Questions 7) has increased by nearly 10 percentage points, along with increases of about 6

percentage points each for Questions 21 and 27. Thus, the results from 2012 suggest that NPS Navy officers' attitudes toward homosexuality in leadership continue to grow more positive and accepting.

## **5. Tolerance**

Survey participants were asked to respond to several questions regarding the subject of tolerance of homosexuals serving in the military. Table 13 shows the results from seven questions, two of which were included on all six surveys from 1994 to 2012.

Certain questions were added over time due to the policy changes occurring within the military. One of these was Question 45, "The repeal of DADT makes it less likely that I will stay in the Navy past my current service obligation," which replaced "If homosexuals were allowed to serve openly in the Navy I would resign my commission" on the 2012 survey. As seen in Table 12, the percentage of NPS Navy officers who agreed with the newer statement increased by nearly five percentage points from 2010 to 2012, which seems to go against other trends of greater acceptance in the survey. At the same time, this particular result may be explained by the changed wording in the newer question. That is, it is much easier for an officer to exit the military after having completed a service agreement (question asked in 2012) than it would be for an officer to resign a commission (question asked in 1996–2010). Had this question been asked in its previous form on the 2012 survey, the data would probably indicate a sustained decreasing trend.

Table 13. Trend Analysis: Attitudes of Navy Officers Regarding Tolerance of Homosexuals (1994–2012)

Question (Percent who Strongly Agree or Agree) <sup>a</sup>	JUN 1994	MAR 1996	MAR 1999	DEC 2004	NOV 2010	NOV 2012
3. I would prefer not to have homosexuals in my command.	82.2%	77.7%	66.5%	54.5%	38.3%	27.8%
11. Gays and lesbians should be tolerated in our society.	N/A	N/A	N/A	N/A	88.6%	90.3%
14. Gays and lesbians should be tolerated in our military.	N/A	N/A	N/A	N/A	74.2%	79.5%
16. Gays and lesbians should be allowed to serve openly in the U.S. military.	N/A	N/A	N/A	N/A	59.8%	73.4%
31. Compared with my peers, I consider myself more tolerant on the issue of homosexuals in the military.	56.1%	64.2%	70.6%	70.1%	75.8%	69.4%
34. My attitude toward homosexuals has become more tolerant since the current policy was adopted	N/A	15.6%	69.7%	89.9%	27.2%	18.9%
45. The repeal of DADT makes it less likely that I will stay in the Navy past my current service obligation. [If homosexuals were allowed to serve openly in the Navy I would resign my commission (1996–2010)]	N/A	19.8%	26.9%	8.4%	7.6%	12.5%

<sup>a</sup> Question and percentage found in Appendix A.

Interestingly, although tolerance appears to be increasing overall from 1994 through 2012, a higher percentage of people agree with Question 11, “Gays and lesbians should be tolerated in our society” (90.3 percent) than with Question 14, “Gays and lesbians should be tolerated in our military” (79.5 percent). Also, 27.8 percent agree with Question 3, “I would prefer not to have homosexuals in my command.” It almost appears as if there is a double standard still in place for some officers when it comes to considering homosexual service members.

At first glance, the results from Question 34 make it appear as if tolerance has taken a nosedive since 2004, as the proportion of respondents claiming to be “more tolerant” dropped from 89.9 percent to 18.9 percent in 2012; however, this is not the case at all. It is important to point out that, even though the current policy may have altered the way some people feel about homosexuals, it is more likely that it had very little effect at all. This question would have been more appropriately asked had it included a “no effect” or “neutral” response, but for the sake of survey continuity, the response options could not be altered.

Overall, results from these questions suggest an increasing level of tolerance toward homosexuals serving in the military and also in society more generally. Concerning the DADT policy implementation and subsequent repeal, one focus group participant summed up the issue of tolerance by saying:

I think that policy kind of reflected that particular time, and I think it would have been difficult for people to, at that time, completely accept openly gay people in the military. I think with the passage of almost two decades, . . . it has made it easier. As you get younger generations that are typically more open to things like sexual orientation, then it doesn't become as big of a deal as it was twenty years ago.

## **6. Unit Effectiveness**

When the repeal of DADT was being debated in Congress in 2010, unit effectiveness was at the heart of the debate. General John Amos, Commandant of the Marine Corps at the time, offered his opinion as to why DADT should continue when he testified to the Senate Armed Services Committee. General Amos felt strongly that repealing DADT would create a “strong potential for disruption at the small-unit level,” and “disruption of the successful execution of our current combat mission should repeal be implemented at this time (“Military Chiefs Cast Doubt,” 2010).” Other arguments were made that repeal would adversely affect recruitment and personnel retention, thus harming the all-volunteer military and its ability to put effective units on the battlefield. Table 14



shows trends in NPS Navy officers' attitudes on questions dealing with the topic of unit effectiveness.

Table 14. Trend Analysis: Attitudes of Navy Officers Regarding Unit Effectiveness (1994–2012)

<b>Question (Percent who Strongly Agree or Agree)<sup>a</sup></b>	<b>JUN 1994</b>	<b>MAR 1996</b>	<b>MAR 1999</b>	<b>DEC 2004</b>	<b>NOV 2010</b>	<b>NOV 2012</b>
9. Allowing homosexual personnel within the Navy can cause the downfall of good order and discipline.	78.8%	66.5%	58.8%	51.5%	36.9%	26.7%
25. Gay men would not be reliable in a combat situation.	N/A	N/A	N/A	N/A	11.8%	10.6%
32. Allowing gays and lesbians to serve openly in the military increases the overall effectiveness of the armed forces.	N/A	N/A	N/A	N/A	46.5%	60.9%
37. The presence of a homosexual in my unit would interfere with mission accomplishment.	N/A	50.7%	43.7%	35.9%	25.8%	18.1%

<sup>a</sup> Question and percentage found in Appendix A.

The results from Question 32 summarize Navy officers' feelings on how "effectiveness" has been influenced, from a positive perspective, by the repeal of DADT. As seen here, about 61 percent of respondents agreed that the repeal "increases the overall effectiveness of the armed forces"; this is notably higher than the 46.5 percent of officers who agreed in 2010. Also telling is that only 10.6 percent of respondents agreed that "gay men would not be reliable in a combat situation." As seen in Table 13, since the inception of DADT, with each successive survey, proportionately fewer Navy officers have agreed that homosexuals might adversely affect "good order and discipline" or "interfere with mission accomplishment."

To address current force considerations, Question 48 asked: "How has the repeal of DADT affected reenlistment in the Navy?" Of officers who responded, about 66 percent felt that the repeal had no effect on reenlistment, while 22

percent felt it had a strongly positive or positive effect, and nearly 12 percent thought it had a strongly negative or negative effect. In fact, one focus group participant spoke of knowing “one person who has joined because DADT has gone away.” The officer explained: “He is gay and he joined now that it is gone. He is like 30 years old.”

As to how the repeal of DADT has “affected retention,” the results from Question 50 indicate that 64.1 percent of respondents thought that the repeal had no effect whatsoever, 23.6 percent felt that it has had a strongly positive or positive effect, and 12.3 percent believed that it has had a strongly negative or negative effect. Thus, nearly nine out of ten NPS Navy officers felt that the repeal had either no effect or a positive effect on personnel retention. During the focus group interviews, a common theme kept recurring on how the repeal might influence retention and how that, in turn, would affect unit readiness:

- “Now that we are not kicking perfectly good sailors out for being gay, how can that do anything but improve our readiness?”
- “I have seen it a couple of times where deployment is coming up, people don’t want to go on the deployment, people want to vacate themselves from their enlistment contracts, it was very convenient to just go to your division officer and your department head and say, ‘Hey guess what, I have been living a lie. I can’t do it anymore. I am gay.’ Then they knew that it was a legitimate avenue for them to miss the requirements of naval service and going to sea. That is now gone.”
- “I think it is unfortunate for all, like the people during that time period who might have gotten kicked out. I remember hearing statistics about a lot of linguists and intel guys getting kicked out because they were gay and yet at the same time the government saying, ‘We need more linguists and we need more intel guys and we need more [this and that].’ Yet, they are kicking people out.”

- “I don’t have a specific experience but I can maybe imagine if somebody were to have been administratively separated because of being openly gay or whatever. Now, that is not the case, they may have had certain critical NECs that you needed, or what have you, so that is not an issue anymore. So I see where it could be a positive thing for your readiness. You don’t have to worry about spending more money to train somebody else for something just because of their sexual orientation.”

## **7. Comfort and Habitability**

Table 15 shows the results for survey questions on how Navy officers feel about serving and living with homosexuals in the military environment. As discussed previously, trend data from Questions 3, 7, and 27 suggest that NPS Navy officers have increasingly accepted homosexuals in their commands, whether at the level of Commanding Officer or as a co-worker. Also, as seen in Question 20, 16 percent of Navy officers in 2012 reported feeling “uncomfortable in the presence of homosexuals and have difficulty interacting normally with them.” The proportion of officers claiming such discomfort has declined with each successive survey, beginning at nearly 58 percent of respondents in 1994.

Table 15. Trend Analysis: Attitudes of Navy Officers on Homosexuals Regarding Comfort and Habitability (1994–2012)

Question (Percent who Strongly Agree or Agree) <sup>a</sup>	JUN 1994	MAR 1996	MAR 1999	DEC 2004	NOV 2010	NOV 2012
3. I would prefer not to have homosexuals in my command.	82.2%	77.7%	66.5%	54.5%	38.3%	27.8%
7. I would have no difficulty working for a homosexual Commanding Officer.	30.4%	37.2%	42.5%	60.5%	67.6%	77.3%
20. I feel uncomfortable in the presence of homosexuals and have difficulty interacting normally with them.	57.8%	44.2%	36.4%	21.0%	17.5%	16.0%
27. I would have no difficulty obeying an order from the Commanding Officer to work with a homosexual co-worker on a dangerous or difficult assignment.	49.7%	61.6%	67.3%	77.9%	80.1%	86.0%
29. I would feel uncomfortable having to share my room with a homosexual service member.	N/A	N/A	N/A	N/A	52.1%	40.5%

<sup>a</sup> Question and percentage found in Appendix A.

An issue that was mentioned consistently throughout the focus group sessions is captured in Question 29, “I would feel uncomfortable having to share my room with a homosexual service member.” This question was first asked in 2010, when over half of the Navy respondents claimed that they would feel uncomfortable. As seen in Table 14, two years later the proportion of officers agreeing with the statement declined to about 41 percent. Still, this is a relatively high proportion, especially when compared with other responses to questions and observed trends toward acceptance over the years. Comments expressed during focus group sessions tend to confirm that many Navy officers are concerned about the potential habitability issues of homosexuals serving openly:

- “I think the challenge for me would probably be living conditions. So, if I had to share a room with a gay person, it would be the first experience I had doing that. And you could see on a ship where it is close quarters and you are together close a lot. It might be

challenging, but I think it would be interesting to look at for other services, because they are pretty close together when they deploy and how they respond to that.”

- “I think with this, one of the issues is that . . . you are not going to separate gay men from straight men or gay women from straight women. So, certain people that have views on that, it makes them feel uncomfortable. It is an added challenge that you have to deal with, whereas when you were integrating women, there was an obvious separation . . . okay, you are going to sleep in a separate place and you are going to shower in a separate place. So, there was a level of privacy that maybe with this you don’t have.”
- “. . . But ultimately I think the repeal of DADT is going to cause the military to look at their gender separation as a whole and you are probably going to find that you have to get rid of gender separation, period, and make unisex heads and still maybe keep separate berthing. But it doesn’t need to be physically isolated as much as it is now.”
- “The theme I am going to get back to, because it is really my experience with it, is that I don’t understand why we separate men and women but we now allow homosexuals to live with a straight person, regardless of their gender . . . . It seems to me that the same reason we separate men and women would be the same reason we would want to separate heterosexuals and homosexuals.”
- “I just think that the Navy has got to eliminate their gender separation policy, too. There is no good way to do it. But, when you are concerned about it for one group and not another, that is the problem.”

- “I think there have been gay people in the military before the repeal and they were obviously living in quarters with people before. And, obviously, well at least within this focus group, none of us have seen really any instances of people coming out all of a sudden and rubbing it in people’s faces. I don’t really expect that to change now that it is over. I mean, they might be more up front with their roommates in saying, ‘Hey by the way, I am gay.’ But I don’t really see why it would change all of a sudden.”
- “Yes, I think, regardless, you expect everyone to be professional, and when they deviate from that professionalism, there is recourse. And whether you are homosexual or straight, it doesn’t matter. So I personally don’t think there would be much of an issue with berthing.
- From my experience in berthing on a ship and when I was in my berthing, I was sleeping, to be honest. I mean, there is not a lot going on in there. I am either sleeping or I am in my office or somewhere else on the ship standing watch. My roommates are either doing their own watch on their own schedule or whatever, so . . . there is not going to be a lot of time to have it be an issue.

These comments suggest that, regardless of one’s expressed comfort or seeming concern over shared quarters, Navy officers tend to see integrated berthing as manageable. Most Navy officers appear to accept that integrated berthing has been happening since before the repeal of DADT and that professionalism needs to prevail.

## **D. TREND ANALYSIS BY DEMOGRAPHIC GROUP**

### **1. Overview**

Results from questions on the following areas of interest were cross tabulated separately with officers’ pay grades and times in service: Policy,

Cohesion, Leadership, Tolerance, Unit Effectiveness, and Military Environment. Most promotions in the military occur regularly based on a set schedule, so time in service usually corresponds with pay grade. However, officers who have prior enlisted experience may have accumulated some years of military service before being commissioned. Consequently, it is possible for these officers to have many more years of service than do other officers at the same pay grade who have no prior enlisted experience. This becomes apparent when examining pay grade by time in service. A number of officers with prior enlisted service attend NPS, and this needs to be considered when interpreting results from the NPS surveys.

## **2. Pay Grade**

The term “pay grade” indicates the level of pay assigned to a specific grade or rank (Ferguson, 2011). The group of written survey respondents was comprised of officers in pay grades O-1 through O-6, 92.4 percent of whom were in pay grades O-3, O-4, and O-5. Figure 1 shows the results of cross-tabulating responses to five “negative statements” about homosexuals in the military by pay grade. A “negative statement” means that a “Strongly Agree” or “Agree” response indicates a negative view toward homosexuality or the repeal of DADT. When examining responses to these statements, it becomes clear that increasing pay grade (from O-3 to O-5) correlates with decreasing acceptance of gays in the military and the repeal of DADT. It should be noted that the number of survey respondents in pay grades O-1 (eight officers), O-2 (ten officers), and O-6 (seven officers) are considered too small for comparative analysis and are shown here strictly for informational purposes (see Question 54 in Appendix A).

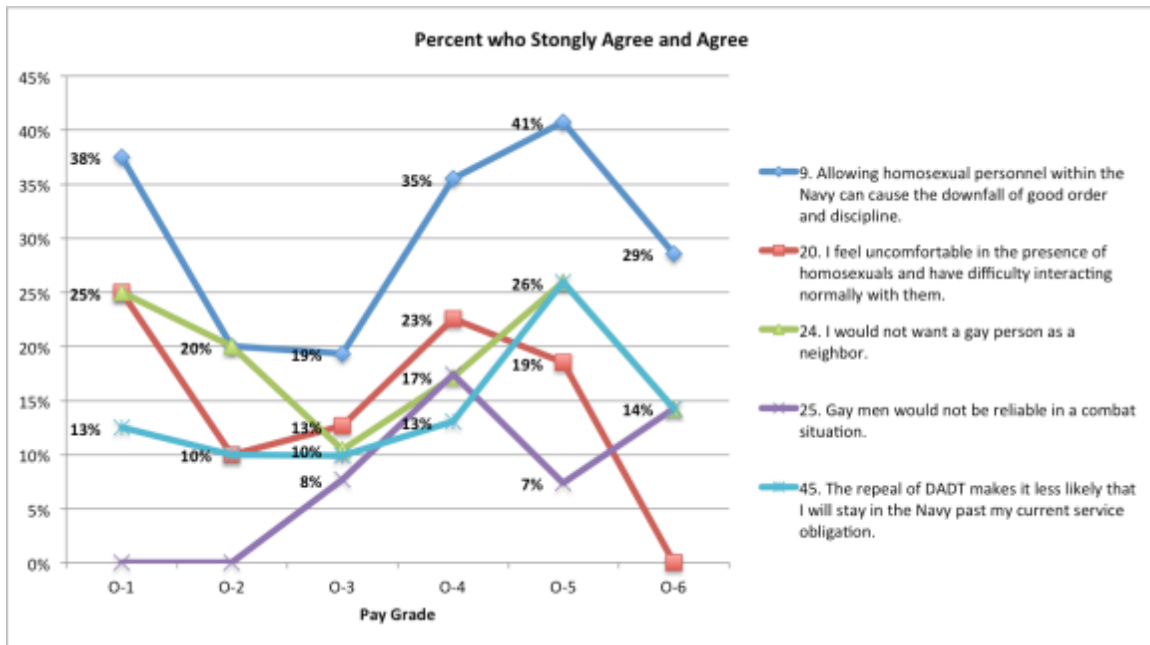


Figure 1. 2012 Pay Grade Demographic Cross Tabulation 1

Figure 2 cross-tabulates the responses to five “positive statements” by pay grade. As with the so-called “negative statements,” here a “Strongly Agree” or “Agree” response is deemed to correspond with acceptance of homosexuals or the repeal of DADT. Again, while looking at the responses for officers in the O-3 to O-5 pay grades, a very apparent trend is found: the more senior officers tend to have a lower level of acceptance or tolerance for homosexuals in the military and do not favor the repeal of DADT.



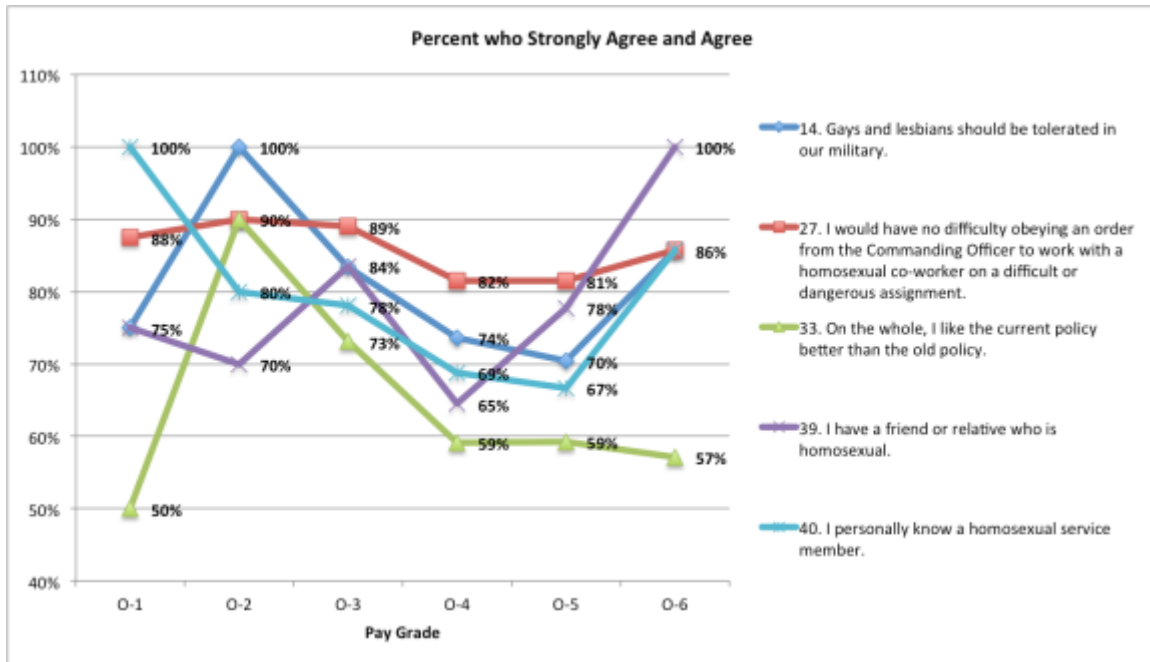


Figure 2. 2012 Pay Grade Demographic Cross Tabulation 2

### 3. Time in Service

Time in service is simply the number of years a service member has spent in the military. As previously discussed, time in service often correlates directly with pay grade due to the somewhat standardized promotion schedule employed by the military. This is not always the case, however, as is seen with officers who enter the military with an advanced rank (doctors, lawyers, etc.) and, conversely, with officers who spent the beginning of their service in the enlisted ranks. A relatively large number of Navy officers at NPS are “prior enlisted” and therefore have longer time in service, relative to their pay grade, when compared with the “traditional” Navy officer.

Time in service is more equally distributed across the survey respondents than is pay grade (See Table 16). Recall that over 92 percent of respondents are divided among three (O-3 through O-5) of six officer pay grades. With the exception of the lowest category (two or fewer years of service, with less than one percent of respondents), each group of service years includes approximately

10 percent or more of the total survey sample. Consequently, it makes sense to consider them all when evaluating the survey results.

Table 16. Years of Service vs. Pay Grade<sup>a</sup>

Years of Service	Survey (n=331)	Pay Grade	Survey (n=327)
Less than 2	0.6%	O-1	2.4%
2-5	9.7%	O-2	3.1%
6-9	22.4%	O-3	55.7%
10-12	21.1%	O-4	28.4%
13-15	20.2%	O-5	8.3%
16-20	14.8%	O-6	2.1%
More than 20	11.2%		

<sup>a</sup> Percentages found in Appendix A

Figure 3 shows the results of cross-tabulating time in service with five “negative statements.” The most obvious trend is that officers with sixteen to twenty years of service tend to hold the most negative responses on every question asked, which corresponds with previous findings. At first glance, it may be tempting to explain this using a “generational differences” theory. However, upon further examination, officers with more than twenty years of service (who are presumably older than those with sixteen to twenty years of service and comprise 11.2 percent of respondents) tend to have much more positive views of homosexuality among this sample.

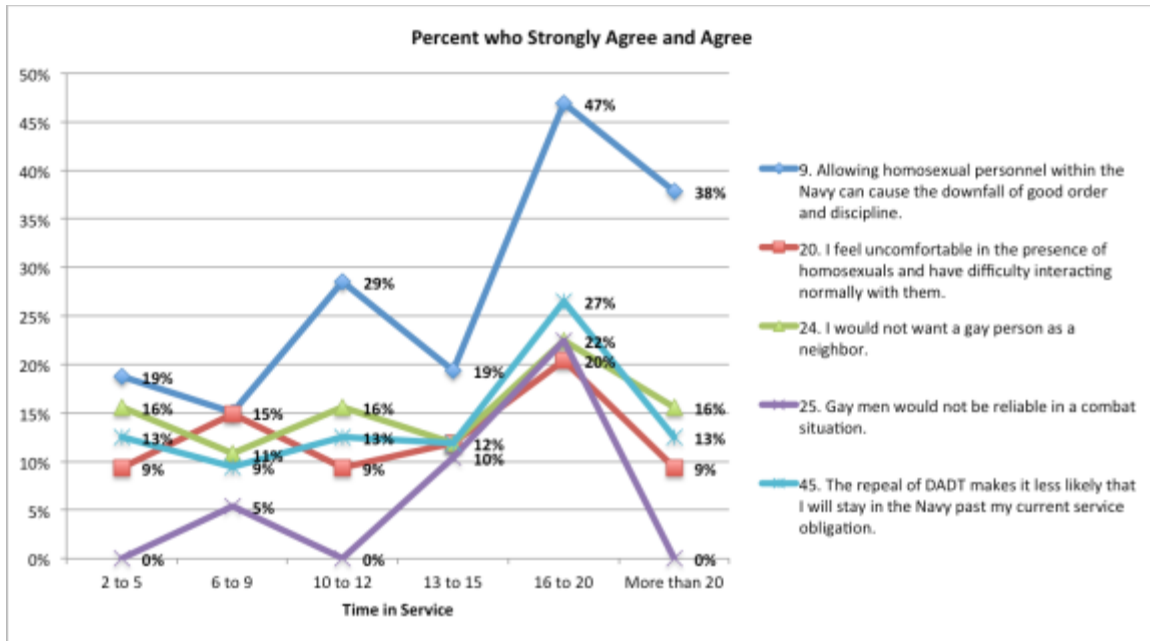


Figure 3. 2012 Time in Service Demographic Cross Tabulation 1

Similarly, Figure 4 shows the results of cross-tabulating time in service with five “positive statements.” Again, and perhaps more obviously, NPS Navy officers with sixteen to twenty years of service tend to express the most disagreement on all questions asked, while officers with more than twenty years of service tend to exhibit more positive views at rates directly in line with all other groups. For some reason, officers with sixteen to twenty years of service stand noticeably apart from officers in all other categories based on time in the military.

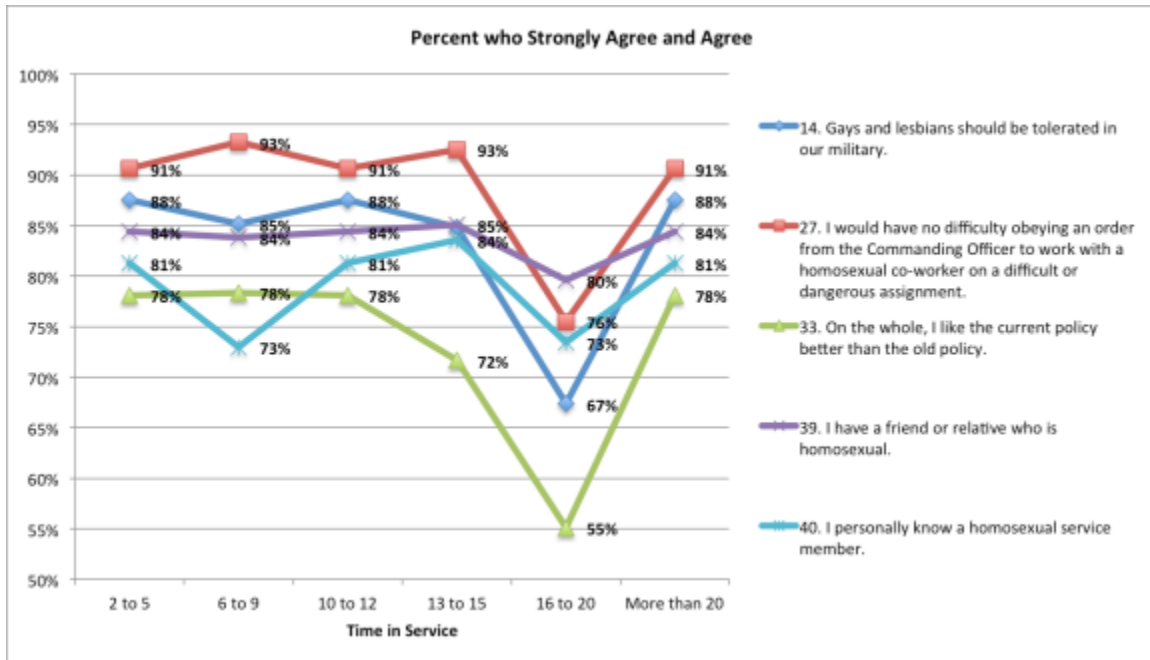


Figure 4. 2012 Time in Service Demographic Cross Tabulation 2

## E. FOCUS GROUP ANALYSIS

### 1. Overview

As discussed in Chapter III, four separate focus group sessions were conducted to better understand the survey results. These sessions took place in a private classroom, and each lasted one hour. The discussion topics for these focus group sessions were predetermined; however, the outline was loosely followed, as the researchers allowed participants a certain degree of freedom to control conversations and to relate their personal comments and anecdotes.

### 2. Day One

The first session included five participants. Of these, three participants were in pay grade O-3 and two were in pay grade O-4. The gender breakdown was three men and two women. Participation was about equally active by all who attended, with no one person dominating the conversation and everyone contributing valuable opinions. The overall tone of the group was that of general indifference toward the repeal of DADT, with officers' remarks such as "I don't

really care” and “nothing has changed.” Although the participants seemed personally indifferent toward the repeal, some did express an opinion that it has affected unit readiness, both positively and negatively. On the positive side, opinions were typically expressed that “now there won’t be as many unexpected losses due to someone coming out of the closet,” which would therefore help readiness. At the same time, a few officers agreed that repealing DADT might create yet another group of sailors who might require an “awareness month” and how that could eventually “alienate other groups that are not recognized for things.”

While everyone in the session agreed that they would have no problem working for or with a homosexual service member, saying that people should be able to easily differentiate between personal lifestyle choices and professional conduct, there was no real consensus among the group when it came to the issue of berthing. Some participants didn’t care, while others felt that the Navy should either require separate berthing for all groups, based on gender and sexual orientation, or have no separate berthing at all, regardless of gender or sexual orientation. This notion sparked an interesting conversation among the group as participants became fixated on the idea. In fact, when the researchers tried to move the conversation along to the topic of fraternization, the participants ended up continuing to talk about berthing issues. Overall, the general feeling on the subject was that, although the existing policy might make people slightly uncomfortable, as long as everyone acted in accordance with current guidelines regarding personal conduct, there should be no issue.

With regard to equal benefits for same-sex spouses, all participants agreed that those benefits should be afforded to all military dependents, regardless of sexual orientation. The one point of contention had to do with expenses associated with artificial insemination or surrogacy for homosexual couples, as some participants felt that they should not be covered under Tricare health benefits in the event that DOMA is repealed.

### **3. Day Two**

The second focus group session was the most demographically diverse of the four sessions conducted. Of the five officers who participated, one was in pay grade O-2, three were in pay grade O-3, and one was in pay grade O-4, with three men and two women. As was the case during the first session, group-wide participation was very good. A few participants had more to say than some of the others, but everyone made solid contributions to the discussion.

An interesting theme emerged among a few participants that addressed their feelings toward the repeal of DADT. Although they stated that they were personally opposed to the repeal, or at the very least homosexuality, based on their moral or religious beliefs, they all agreed that it wouldn't adversely affect the military as long as people conducted themselves in a professional manner. All participants expressed the sentiment that the Navy has become more accepting of homosexuality throughout the course of time that DADT existed and beyond. As one officer explained: "As older generations are being phased out, as they are retiring and younger people are replacing them, it kind of mirrors society and the younger generations don't care. They have never cared either way. They have never had to make that decision because it was always just acceptable to them. But, older generations were faced with that decision where it was taboo." On the issue of unit readiness, their sentiments echoed that of the previous group in that the repeal of DADT has had no negative effects.

### **4. Day Three**

The third session, while not as diverse as the first two, offered a very interesting perspective due to its relative seniority among the rest of the sessions. The four participants included one officer in pay grade O-4 and three in pay grade O-5. All participants were men. While every participant offered his views during the session, one particular officer had much more to say than did the others. This could be seen as evidence that officers with the strongest opinions on the subject were the ones most likely to volunteer and speak out.

This session had, by far, the most opposition toward the repeal among all of the groups. Because of the strength of the opinions and the long-windedness of some participants, the only topics discussed had to do with personal feelings about the repeal of DADT, thoughts on how DOMA still being in place affects the repeal, and how repealing DADT affects unit readiness. Two of the four participants seemed to be very suspicious of why repealing DADT was “necessary.” One participant, having previously been a Commanding Officer, offered his opinions on the difficulty of enforcing the repeal from a command perspective. It was interesting to hear the responses every time a new topic was introduced, because these participants would always seem to paint it in a negative light. The other two participants seemed to play “devil’s advocate” for most of the session, offering differing points of view just to counter the negative. Because of this, it was somewhat difficult to ascertain if these were their actual beliefs or if they just felt the other side of the story needed to be voiced. In the end, this was a very interesting session because it offered unique perspectives that had yet to be revealed.

## **5. Day Four**

The final session offered the least amount of demographic diversity, with all four participants being men in pay grade O-3. It was also the group that seemed to agree the most on how they viewed the repeal of DADT. The very first comment, when asked how they generally felt about the repeal, was “it is about time!” This comment was followed with agreement from the rest of the participants, as they noted the lack of disturbance in the force, offering a few anecdotes about co-workers they knew were gay prior to the repeal, and how nothing changed after the repeal went into effect.

All participants also felt very strongly about DOMA, saying it is an unjust law that does not provide equal benefits to all service members. They went on to suggest an “easy fix” by changing terminology from “marriage” (which to many has religious connotations) to “civil union” (which is viewed more as a legal

matter). As with previous sessions, however, this group did express some apprehension about personally living with a homosexual service member, citing potential “awkwardness.” But they also went on to say that they expect all service members to act professionally and courteously in their living environments; and, after the initial shock of having a homosexual roommate wore off, it would be “no big deal.”

Finally, on the issue of readiness, all participants agreed that repealing DADT would have no major effects. One person cited personally knowing someone who had joined the military because of the repeal. Others felt that, as long as the Navy’s mission continued to be everyone’s focus, a person’s race, gender, or sexual orientation made no difference.



## **V. SUMMARY, CONCLUSIONS, AND RECOMMENDATIONS**

### **A. SUMMARY**

In March 2009, 1,167 retired admirals and generals signed a statement that read: “Repeal [of ‘Don’t Ask, Don’t Tell’ or ‘DADT’]... would undermine recruiting and retention, impact leadership at all levels, have adverse effects on the willingness of parents who lend their sons and daughters to military service, and eventually break the All-Volunteer Force.” From this action alone, it is clear that many military leaders were significantly concerned about removing DADT, even as late as 2009, when it was obvious that public opinion favored repeal. The primary goal of this research was to answer the following question: have Navy officers’ attitudes toward homosexuals serving openly in the military changed over the past 19 years; more specifically, have these attitudes changed since the repeal of DADT? Further, in the views of Navy officers at NPS, has the repeal of DADT affected the Navy’s ability to fulfill its mission?

The present study is the sixth in a series of thesis projects at the Naval Postgraduate School (NPS) that began in 1993–1994. Previously, a survey was administered at NPS to assess the attitudes of officers regarding DADT in 1994 (Cleveland and Ohi, 1994), 1996 (Friery, 1997), 1999 (Bicknell, 2000), 2004 (Garcia, 2009), and 2010 (Ferguson, 2011). This nearly 20-year project thus spans the entire history of DADT, beginning soon after its introduction in December 1993, through its repeal in December 2010, and now over one year past its formal removal in September 2011.

This research began with a review of relevant literature, including national-level studies, prior Naval Postgraduate School (NPS) theses, and psychological and sociological theories. Of particular note, two comprehensive studies by the RAND Corporation (one in 1993 and another in 2010) concluded that allowing homosexuals to serve openly in the military would have very little effect on military readiness, provided that the new policy was implemented properly

(Rostker et al., 1993; Rostker et al., 2010). Additionally, a Department of Defense study by the Comprehensive Review Working Group found that repealing DADT posed little risk to the overall effectiveness of the military; and, although there might be some short-term disruption to unit cohesion and retention, these would not last long (DoD, 2010).

The present research employed the same core survey used in the five previous projects at NPS. Several questions on the survey were omitted and several were added, given that DADT had been removed and that the scope of the present research had expanded to include post-repeal issues. In November 2012, an updated, 59-item survey was launched, asking Navy officers at NPS to express their views on homosexuals serving openly in the military and the repeal of DADT. Of 573 Navy officers in the target population, 358 responded to the survey, for a total response rate of over 62 percent. Soon after the survey was closed, focus groups of Navy officers were convened to learn of personal experiences and to obtain greater insight regarding officers' attitudes. This was the first time that focus groups were used in direct connection with the NPS-DADT survey to study Navy officers' attitudes.

Throughout the research process, several trends came to light. First, NPS Navy officers' attitudes on the repeal of DADT are overwhelmingly positive. This can be seen consistently in the responses to numerous questions on the survey and in focus group conversations. Further, Navy officers' overall acceptance of homosexuals serving openly in the military continues to increase, as it has since the first survey was conducted at NPS in 1994, and this acceptance is at an all-time high in 2012. Additionally, although Navy officers agree that sexual preference does not affect their willingness to work with a homosexual, habitability and berthing issues may still exist. Finally, variances in Navy officers' attitudes are found among certain demographic groups, and further research may help to explain why these differences exist. These conclusions are discussed in greater detail below.

## **B. CONCLUSIONS**

### **1. NPS Navy officers' views have shifted dramatically since 1994 from strongly negative to strongly positive toward repeal of DADT and homosexuals serving openly**

Since 1994, when the survey was first administered to NPS students, Navy officers' attitudes have changed dramatically regarding the DADT policy. Positive responses to Question 18, "The current policy is good for national defense," jumped from 18.0 percent to 67.4 percent; and responses to Question 33, "On the whole, I like the current policy better than the old policy," rose from 23.3 percent to 67.3 percent. In 2012, not only did respondents prefer the new policy (the repeal of DADT), they also felt that it "protects the rights of all sailors, regardless of sexual orientation," (Question 15) at a rate of 75.0 percent, nearly doubled from 35.5 percent nineteen years earlier.

Gays were allowed to serve openly in the military beginning in September 2011 after a period of preparation and training for the change in policy. As discussed previously, the congressional bill to repeal DADT was actually enacted in December 2010, less than two months after the 2010 survey was administered. Anticipating the repeal of DADT, the 2010 survey included an item that stated, "Gays and Lesbians should be allowed to serve openly in our military," (Question 16 in the 2012 survey). Surprisingly, in the two years between these surveys, agreement with this statement increased from 59.8 percent to 73.4 percent. The question most like this one from the earlier surveys asked participants about the statement, "Homosexuals should not be restricted from serving anywhere in the Navy," with which merely 24.6 percent of Navy officers agreed in 1994.

Several reasons may help to explain why Navy officers' attitudes toward the repeal of DADT and homosexuals serving openly have shifted from overwhelmingly negative to overwhelmingly positive over the past nineteen years. First, to investigate the possible reasons for this change, researchers cross-tabulated Question 39 ("I have a friend or relative who is homosexual") with

question 20 (“I feel uncomfortable in the presence of homosexuals and have difficulty interacting normally with them”), in an attempt to see if having a gay friend or relative influenced one’s general comfort level around gays. The results of this cross-tabulation directly follow Allport’s (1954) “contact hypothesis,” proposing that increased interpersonal contact tends to result in higher levels of acceptance among groups. The proportion of Navy officers who responded positively to knowing a homosexual service member or to having a homosexual friend or family member has grown significantly since the first survey was administered in 1994.

Next, the fleet-wide training administered prior to the repeal of DADT may have played a strongly positive role in the change in attitudes. It was widely regarded as being effective, supported in the positive views expressed by 72 percent of NPS Navy officers on Question 42 of the survey.

Further, the shift in Navy officers’ attitudes over time likely reflects the same migration in attitudes displayed by the general public. As discussed in Chapter IV, Gallup polls show that the American public’s acceptance of homosexuals serving openly in the military has increased over the same period and actually exceeds that of Navy officers surveyed for this research.

The finding that Navy officers’ attitudes have shifted dramatically from strongly negative to strongly positive toward the repeal of DADT, along with a concurrent shift in views about homosexuality more generally, is important because it shows that the Navy (at least as it applies to the officers associated with NPS) is a stronger, more resilient force than assumed by many opponents of the repeal. More than a year beyond the repeal, the All-Volunteer Force has not suffered any major damage and is far from “broken” (Belkin et al., 2012).

2. **A vast majority of NPS Navy officers say they have no difficulty serving with homosexuals, even though a number of these officers claim to feel uncomfortable sharing living quarters with a homosexual**

As indicated in the Leadership and Military Environment sections of Chapter IV, over three-quarters of NPS Navy officers claimed that they “would

have no difficulty working for a homosexual Commanding Officer” (Question 21) and 86 percent “would have no difficulty obeying an order from the Commanding Officer to work with a homosexual coworker on a difficult or dangerous assignment” (Question 27). This corresponds with the relatively high acceptance by officers of homosexuals in the military displayed in responses to many other questions. It may also suggest that these officers place professionalism and the Navy’s mission above any personal beliefs about sexual orientation. Things become a little less clear when these same officers were asked about berthing integration. Over 40 percent selected “Agree” or “Strongly Agree” for Question 29, “I would feel uncomfortable having to share my room with a homosexual service member.” Looking at the responses from another angle, this means that about three out of five Navy officers, a clear majority, would not feel uncomfortable sharing a room with someone who is gay. When asked specifically about this issue during the focus groups, participants overwhelmingly responded that, ultimately, professionalism would win out and that sharing berthing space with a homosexual is something that has been occurring since long before the repeal of DADT.

Military leadership should applaud the fact that many Navy officers are inclined to shelve their personal beliefs, when necessary, to align with DoD policy. This also suggests that the Navy continues to retain and promote high-quality officers, which in turn can help to explain why the repeal of DADT has gone so smoothly.

**3. Higher-ranking NPS Navy officers and those with 16–20 YOS tend to be less tolerant than officers in other YOS groups**

The results of the 2012 survey were analyzed by demographic group to see if any trends could be identified. Two demographic categories with noteworthy differences were pay grade and time in service. For example, those in higher pay grades tend to be generally less tolerant or accepting of homosexuals in the military than are more junior officers. This was evident for NPS Navy officers in the O-3, O-4, and O-5 pay grades. (Note that the O-1, O-2, and O-6 pay grades were not included because of small sample size.) Variance

in officers' attitudes with respect to time in service, however, was not so consistent. Officers' attitudes were generally steady across all time-in-service groups, with the only distinct difference occurring among those with sixteen to twenty years of service. This group was consistently more negative in their responses.

One possible explanation for the higher negative response from officers in the sixteen to twenty year group involves their proximity to retirement. These officers are probably on their last tour before retirement eligibility, and they are perhaps less likely to mask their true attitudes regarding policy changes. Because most are preparing to transition to civilian life, they may not be as concerned with getting the best fitness report or toeing the Navy's line regarding personnel policy. A number of these officers may not have had the career and advancement they had hoped to achieve, including more deployments than anticipated. More to the point, the careers of these officers coincide with the history of DADT; a few could have been commissioned in the Navy even before DADT was established in 1994. A combination of these factors could help to explain why their collective attitudes toward homosexuals serving in the military and the repeal of "Don't Ask, Don't Tell" are proportionately more negative than those of every other time-in-service group.

Another possible theory to explain why Navy officers with sixteen to twenty years of military service generally have more negative views regarding homosexuals in the military is Allport's (1954) "contact hypothesis," discussed above. Cross-tabulation shows that these officers are the least likely of all officers by time in service group to "have a friend or relative who is homosexual" (Question 39). They are also among the least likely to say that they know a homosexual service member (Question 40).

More important than explaining why an "older" group of officers is less positive (or more negative) than their counterparts is recognizing that these officers are being replaced by younger, more accepting officers. Based on the results of the NPS study, spanning nearly two decades, the Navy officer corps is

likely becoming more and more tolerant and accepting of homosexuals serving in the military, and this is the future.

### **C. RECOMMENDATIONS**

#### **1. Expand the survey sample beyond Navy officers at the Naval Postgraduate School**

The 2012 written survey was administered to the Navy officer population associated with NPS, including resident and distance learning students as well as Navy staff members. The views of these men and women are interesting and important because they are among the current and future leaders of the United States Navy. The survey respondents embody a wide range of pay grades that include the most junior officers through those at or beyond the major command level, along with representatives from a vast array of occupational specialties. This diversity has helped to develop a more complete picture of NPS Navy officers' attitudes on the repeal of DADT. Nevertheless, since the surveys were limited to officers at NPS, the results are only suggestive of what one might expect to find in the Navy officer corps as a whole. Further research could seek to expand the target population by sampling officers in fleet concentration areas, possibly including enlisted men and women, to develop a more accurate view of trends across the Navy.

Future research, if undertaken, should also utilize more focus groups. Focus group sessions conducted for the present research proved to be very useful in putting a "human face" on the survey data and providing clues toward understanding the observed trends.

#### **2. Further analyze reasons behind 16–20 YOS group acceptance level**

The six surveys that have been completed at NPS contain a vast amount of data, unique in the fact that active-duty military members at the same location were surveyed periodically over a nineteen-year period. Significantly more research could be conducted using the information gathered through these studies to better inform future policy decisions in the Navy and throughout the Department of Defense (DoD).

One very interesting trend, as discussed above, relates to the differences in attitudes among officers by their time in service, particularly for those in the years just preceding retirement. Further analysis may yield some very interesting insight as to why this specific demographic group differs so much from the rest of the sample. Also of interest is the possible influence of Allport's (1954) "contact hypothesis" on the observed trend of increasing acceptance, highlighted in the both the results and conclusions of the present study.

**3. Continue to monitor post-repeal effects on fleet readiness, particularly fairness and potential harassment**

Even though previous and current research indicates that the repeal of DADT has had little-to-no impact on military readiness, it is worth remembering that less than two years have elapsed since the current policy took effect. With the possibility of same-sex benefits for "proven" partnerships, hiding one's sexual preference may become less desirable than it appears to have been in the immediate aftermath of the repeal. As more homosexuals choose to reveal their sexual identity, issues of fair treatment or partiality are likely to become more prevalent. Strict adherence to existing policies must be enforced to prevent any possible injustice from occurring.

As this thesis comes to a close, the researchers hope that it has helped to shed some light on how a specific group of Navy officers feel about the repeal of DADT and homosexuals serving openly in the military. Ideally, the conclusions and recommendations will provide policy makers with some insight that will help with future policy decisions.



## APPENDIX A. SURVEY RESPONSE FREQUENCIES

This appendix shows the response frequencies for the surveys conducted in 1994, 1996, 1999, 2004, 2010, and 2012 for research on the 'Don't Ask, Don't Tell' policy at NPS. Items in **bold** represent findings in the 2012 study. Questions that are entirely unique to the 2012 survey have been highlighted in green.

1. I have read the consent to participate form and understand the content of this survey.

2. Full and open acceptance of homosexuals in the military sends the wrong message to the rest of society.

	Strongly Agree	Agree	Disagree	Strongly Disagree
<b>2012 (n = 330)</b>	<b>16.7%</b>	<b>7.6%</b>	<b>28.8%</b>	<b>47.0%</b>
2010 <sup>a</sup> (n = 382)	18.3%	17.3%	36.4%	28.0%
2004 <sup>b</sup> (n = 334)	21.9%	24.3%	36.2%	17.4%
1999 <sup>c</sup> (n = 215)	32.6%	26.5%	26.1%	14.9%
1996 <sup>d</sup> (n = 306)	43.1%	22.7%	24.7%	9.4%
1994 <sup>e</sup> (n = 605)	52.9%	20.0%	18.8%	8.3%

3. I would prefer not to have homosexuals in my command.

	Strongly Agree	Agree	Disagree	Strongly Disagree
<b>2012 (n = 331)</b>	<b>14.2%</b>	<b>13.6%</b>	<b>29.6%</b>	<b>42.6%</b>
2010 <sup>a</sup> (n = 381)	17.6%	20.7%	35.7%	26.0%
2004 <sup>b</sup> (n = 334)	23.1%	31.4%	33.5%	11.7%
1999 <sup>c</sup> (n = 215)	37.2%	29.3%	23.7%	9.8%
1996 <sup>d</sup> (n = 306)	46.1%	31.6%	15.8%	6.4%
1994 <sup>e</sup> (n = 605)	55.5%	26.7%	11.2%	6.6%

4. Homosexuals are born that way.

	Strongly Agree	Agree	Disagree	Strongly Disagree
<b>2012 (n = 328)</b>	<b>22.0%</b>	<b>37.2%</b>	<b>22.6%</b>	<b>18.3%</b>
2010 <sup>a</sup> (n = 380)	15.3%	37.9%	29.5%	17.4%
2004 <sup>b</sup> (n = 334)	9.9%	43.1%	28.4%	18.3%
1999 <sup>c</sup> (n = 214)	8.9%	31.3%	29.4%	30.4%
1996 <sup>d</sup> (n = 306)	10.3%	26.1%	36.4%	27.1%
1994 <sup>e</sup> (n = 605)	8.8%	23.8%	38.5%	28.9%

**5. Homosexual orientation is learned through society interaction and can be changed by will.**

	Strongly Agree	Agree	Disagree	Strongly Disagree
<b>2012 (n = 328)</b>	<b>11.6%</b>	<b>23.8%</b>	<b>37.5%</b>	<b>27.1%</b>
2010 <sup>a</sup> (n = 377)	9.0%	26.8%	44.8%	19.4%
2004 <sup>b</sup> (n = 334)	9.3%	30.5%	47.6%	12.3%
1999 <sup>c</sup> (n = 213)	17.8%	27.2%	40.4%	14.6%
1996 <sup>d</sup> (n = 306)	12.9%	32.5%	42.4%	12.2%
1994 <sup>e</sup> (n = 605)	19.7%	32.0%	36.8%	11.5%

**6. The difference between sexual conduct and sexual orientation are clearly defined and I can distinguish the two.**

	Strongly Agree	Agree	Disagree	Strongly Disagree
<b>2012 (n = 327)</b>	<b>52.9%</b>	<b>34.6%</b>	<b>9.8%</b>	<b>2.8%</b>
2010 <sup>a</sup> (n = 383)	42.0%	46.0%	9.7%	2.3%
2004 <sup>b</sup> (n = 334)	36.2%	48.8%	12.0%	2.4%
1999 <sup>c</sup> (n = 216)	46.3%	39.4%	10.7%	3.7%
1996 <sup>d</sup> (n = 306)	40.7%	34.4%	17.5%	7.3%
1994 <sup>e</sup> (n = 605)	33.9%	33.6%	22.0%	10.5%

**7. I would have no difficulty working for a homosexual Commanding Officer.**

	Strongly Agree	Agree	Disagree	Strongly Disagree
<b>2012 (n = 331)</b>	<b>47.7%</b>	<b>29.6%</b>	<b>12.7%</b>	<b>10.0%</b>
2010 <sup>a</sup> (n = 383)	30.3%	37.3%	18.8%	13.6%
2004 <sup>b</sup> (n = 334)	17.4%	43.1%	24.6%	14.7%
1999 <sup>c</sup> (n = 214)	13.1%	29.4%	29.0%	28.5%
1996 <sup>d</sup> (n = 306)	8.3%	28.9%	28.6%	34.2%
1994 <sup>e</sup> (n = 605)	10.0%	20.4%	24.8%	44.8%

**8. Lawful off-duty sexual activity would be of no concern to me.**

	Strongly Agree	Agree	Disagree	Strongly Disagree
<b>2012 (n = 329)</b>	<b>62.3%</b>	<b>25.2%</b>	<b>7.9%</b>	<b>4.6%</b>
2010 <sup>a</sup> (n = 385)	50.4%	38.7%	6.5%	4.4%
2004 <sup>b</sup> (n = 334)	29.0%	53.3%	12.3%	4.5%
1999 <sup>c</sup> (n = 213)	36.2%	45.5%	10.8%	7.5%
1996 <sup>d</sup> (n = 306)	26.4%	45.2%	17.4%	11.0%
1994 <sup>e</sup> (n = 605)	29.3%	40.7%	16.0%	14.0%

**9. Allowing homosexual personnel within the Navy can cause the downfall of good order and discipline.**

	Strongly Agree	Agree	Disagree	Strongly Disagree
<b>2012 (n = 330)</b>	<b>9.7%</b>	<b>17.0%</b>	<b>25.5%</b>	<b>47.9%</b>
2010 <sup>a</sup> (n = 382)	15.2%	21.7%	38.7%	24.3%
2004 <sup>b</sup> (n = 334)	19.8%	31.7%	40.4%	7.5%
1999 <sup>c</sup> (n = 214)	29.4%	29.4%	28.5%	12.6%
1996 <sup>d</sup> (n = 306)	31.9%	34.6%	24.3%	9.3%
1994 <sup>e</sup> (n = 605)	49.5%	29.3%	14.0%	7.0%

**10. Homosexuality is a medical/psychological anomaly that can be changed to heterosexual preference through treatment.**

	Strongly Agree	Agree	Disagree	Strongly Disagree
<b>2012 (n = 325)</b>	<b>4.3%</b>	<b>10.8%</b>	<b>34.8%</b>	<b>50.2%</b>
2010 <sup>a</sup> (n = 378)	2.9%	13.2%	44.4%	39.4%
2004 <sup>b</sup> (n = 334)	4.2%	16.5%	54.5%	23.7%
1999 <sup>c</sup> (n = 20B)	7.2%	15.9%	49.5%	27.4%
1996 <sup>d</sup> (n = 306)	6.8%	18.8%	48.6%	25.7%
1994 <sup>e</sup> (n = 605)	9.3%	21.3%	45.0%	24.4%

**11. Gays and lesbians should be tolerated in our society**

	Strongly Agree	Agree	Disagree	Strongly Disagree
<b>2012 (n = 329)</b>	<b>59.0%</b>	<b>31.3%</b>	<b>5.5%</b>	<b>4.3%</b>
2010 <sup>a</sup> (n = 383)	41.3%	47.3%	7.3%	4.2%
2004 <sup>b</sup> (n = 0)	NA	NA	NA	NA
1999 <sup>c</sup> (n = 0)	NA	NA	NA	NA
1996 <sup>d</sup> (n = 0)	NA	NA	NA	NA
1994 <sup>e</sup> (n = 0)	NA	NA	NA	NA

**12. I can easily determine whether or not someone is homosexual by appearance and mannerisms.**

	Strongly Agree	Agree	Disagree	Strongly Disagree
<b>2012 (n = 330)</b>	<b>0.9%</b>	<b>23.0%</b>	<b>57.0%</b>	<b>19.1%</b>
2010 <sup>a</sup> (n = 380)	1.8%	16.3%	63.2%	18.7%
2004 <sup>b</sup> (n = 334)	0.9%	12.3%	62.3%	23.7%
1999 <sup>c</sup> (n = 213)	1.4%	9.4%	63.9%	25.4%
1996 <sup>d</sup> (n = 306)	1.7%	8.0%	59.9%	30.4%
1994 <sup>e</sup> (n = 605)	1.4%	9.4%	58.5%	30.7%

**13. Homosexuals can be trusted with secret military documents.**

	Strongly Agree	Agree	Disagree	Strongly Disagree
<b>2012 (n = 330)</b>	<b>62.1%</b>	<b>30.9%</b>	<b>3.9%</b>	<b>3.0%</b>
2010 <sup>a</sup> (n = 384)	48.4%	46.4%	3.4%	1.8%
2004 <sup>b</sup> (n = 334)	29.3%	59.3%	8.1%	3.0%
1999 <sup>c</sup> (n = 214)	27.6%	55.6%	9.8%	7.0%
1996 <sup>d</sup> (n = 306)	22.1%	57.5%	11.7%	8.7%
1994 <sup>e</sup> (n = 605)	19.6%	50.8%	20.2%	9.4%

**14. Gays and lesbians should be tolerated in our military.**

	Strongly Agree	Agree	Disagree	Strongly Disagree
<b>2012 (n = 328)</b>	<b>52.7%</b>	<b>26.8%</b>	<b>10.1%</b>	<b>10.4%</b>
2010 <sup>a</sup> (n = 384)	34.6%	39.6%	15.1%	10.7%
2004 <sup>b</sup> (n = 0)	NA	NA	NA	NA
1999 <sup>c</sup> (n = 0)	NA	NA	NA	NA
1996 <sup>d</sup> (n = 0)	NA	NA	NA	NA
1994 <sup>e</sup> (n = 0)	NA	NA	NA	NA

**15. The current policy protects the rights of all sailors regardless of sexual orientation.**

	Strongly Agree	Agree	Disagree	Strongly Disagree
<b>2012 (n = 327)</b>	<b>29.7%</b>	<b>45.3%</b>	<b>15.6%</b>	<b>9.5%</b>
2010 <sup>a</sup> (n = 379)	16.4%	32.2%	35.4%	16.1%
2004 <sup>b</sup> (n = 334)	7.8%	46.1%	38.0%	7.8%
1999 <sup>c</sup> (n = 213)	8.0%	47.4%	31.5%	13.2%
1996 <sup>d</sup> (n = 306)	6.8%	43.6%	34.8%	14.9%
1994 <sup>e</sup> (n = 605)	6.5%	29.0%	41.9%	22.6%

**16. Gays and lesbians should be allowed to serve openly in our military.**

	Strongly Agree	Agree	Disagree	Strongly Disagree
<b>2012 (n = 327)</b>	<b>48.3%</b>	<b>25.1%</b>	<b>9.2%</b>	<b>17.4%</b>
2010 <sup>a</sup> (n = 383)	28.2%	31.6%	20.9%	19.3%
2004 <sup>b</sup> (n = 0)	NA	NA	NA	NA
1999 <sup>c</sup> (n = 0)	NA	NA	NA	NA
1996 <sup>d</sup> (n = 0)	NA	NA	NA	NA
1994 <sup>e</sup> (n = 0)	NA	NA	NA	NA

**17. Homosexuals are more likely to suffer emotional problems in a military setting.**

	Strongly Agree	Agree	Disagree	Strongly Disagree
<b>2012 (n=330)</b>	<b>8.5%</b>	<b>27.9%</b>	<b>47.0%</b>	<b>16.7%</b>
2010 <sup>a</sup> (n = 379)	15.0%	35.6%	39.3%	10.0%
2004 <sup>b</sup> (n = 334)	12.6%	47.9%	32.3%	6.6%
1999 <sup>c</sup> (n = 213)	15.0%	41.3%	33.8%	9.9%
1996 <sup>d</sup> (n = 306)	20.2%	42.8%	32.0%	5.1%
1994 <sup>e</sup> (n = 605)	24.4%	41.7%	27.8%	6.1%

**18. The current policy is good for national defense.**

	Strongly Agree	Agree	Disagree	Strongly Disagree
<b>2012 (n = 329)</b>	<b>25.2%</b>	<b>42.2%</b>	<b>17.9%</b>	<b>14.6%</b>
2010 <sup>a</sup> (n = 374)	13.1%	38.5%	36.9%	11.5%
2004 <sup>b</sup> (n = 334)	4.5%	41.6%	44.6%	8.1%
1999 <sup>c</sup> (n = 213)	3.3%	32.4%	40.9%	23.5%
1996 <sup>d</sup> (n = 306)	4.7%	24.9%	43.1%	27.3%
1994 <sup>e</sup> (n = 605)	2.6%	15.4%	36.4%	45.6%

**19. People are either heterosexually or homosexually oriented.**

	Strongly Agree	Agree	Disagree	Strongly Disagree
<b>2012 (n = 326)</b>	<b>6.7%</b>	<b>34.0%</b>	<b>48.2%</b>	<b>11.0%</b>
2010 <sup>a</sup> (n = 379)	9.5%	38.0%	44.9%	7.7%
2004 <sup>b</sup> (n = 334)	6.3%	32.0%	54.5%	6.6%
1999 <sup>c</sup> (n = 211)	8.5%	32.7%	45.0%	13.7%
1996 <sup>d</sup> (n = 306)	8.4%	25.8%	52.5%	13.4%
1994 <sup>e</sup> (n = 605)	9.8%	30.8%	47.7%	11.7%

**20. I feel uncomfortable in the presence of homosexuals and have difficulty interacting normally with them.**

	Strongly Agree	Agree	Disagree	Strongly Disagree
<b>2012 (n = 331)</b>	<b>5.1%</b>	<b>10.9%</b>	<b>40.5%</b>	<b>43.5%</b>
2010 <sup>a</sup> (n = 384)	3.4%	14.1%	47.1%	35.4%
2004 <sup>b</sup> (n = 334)	4.2%	16.8%	56.6%	22.5%
1999 <sup>c</sup> (n = 214)	7.9%	28.5%	45.8%	17.8%
1996 <sup>d</sup> (n = 306)	10.3%	33.9%	44.9%	11.0%
1994 <sup>e</sup> (n = 605)	17.8%	40.0%	34.7%	7.5%

**21. A division officer's sexual preference has no effect on the officer's ability to lead.**

	Strongly Agree	Agree	Disagree	Strongly Disagree
<b>2012 (n = 331)</b>	<b>47.1%</b>	<b>33.5%</b>	<b>13.6%</b>	<b>5.7%</b>
2010 <sup>a</sup> (n = 384)	37.2%	37.5%	18.8%	6.5%
2004 <sup>b</sup> (n = 334)	21.0%	42.5%	26.6%	9.9%
1999 <sup>c</sup> (n = 215)	19.5%	36.3%	27.4%	16.7%
1996 <sup>d</sup> (n = 306)	12.9%	40.3%	32.0%	14.9%
1994 <sup>e</sup> (n = 60S)	11.9%	26.4%	32.5%	29.2%

**22. Religious teachings provide the only real obstacles to total acceptance of gays in the Navy.**

	Strongly Agree	Agree	Disagree	Strongly Disagree
<b>2012 (n = 331)</b>	<b>5.4%</b>	<b>15.7%</b>	<b>47.4%</b>	<b>31.4%</b>
2010 <sup>a</sup> (n = 381)	2.9%	10.2%	52.2%	34.6%
2004 <sup>b</sup> (n = 334)	4.5%	11.7%	52.7%	30.5%
1999 <sup>c</sup> (n = 213)	4.2%	6.1%	47.0%	42.7%
1996 <sup>d</sup> (n = 306)	2.7%	5.0%	44.5%	47.8%
1994 <sup>e</sup> (n = 605)	4.5%	5.4%	34.3%	55.8%

**23. Civilian homosexuals are of no consequence to me.**

	Strongly Agree	Agree	Disagree	Strongly Disagree
<b>2012 (n = 328)</b>	<b>42.4%</b>	<b>32.9%</b>	<b>18.0%</b>	<b>6.7%</b>
2010 <sup>a</sup> (n = 378)	31.0%	44.4%	18.3%	6.3%
2004 <sup>b</sup> (n = 334)	17.7%	48.8%	26.0%	6.6%
1999 <sup>c</sup> (n = 214)	17.3%	40.2%	33.2%	9.4%
1996 <sup>d</sup> (n = 306)	14.0%	37.2%	35.2%	13.6%
1994 <sup>e</sup> (n = 605)	16.0%	39.4%	31.2%	13.4%

**24. I would not want a gay person as a neighbor.**

	Strongly Agree	Agree	Disagree	Strongly Disagree
<b>2012 (n = 331)</b>	<b>4.8%</b>	<b>9.7%</b>	<b>32.9%</b>	<b>52.6%</b>
2010 <sup>a</sup> (n = 382)	3.7%	10.5%	50.5%	35.3%
2004 <sup>b</sup> (n = 334)	4.2%	15.0%	51.8%	29.0%
1999 <sup>c</sup> (n = 213)	6.6%	25.4%	43.7%	24.4%
1996 <sup>d</sup> (n = 306)	11.4%	27.3%	47.8%	13.5%
1994 <sup>e</sup> (n = 605)	16.2%	28.9%	41.1%	13.8%

**25. Gay men would not be reliable in a combat situation.**

	Strongly Agree	Agree	Disagree	Strongly Disagree
<b>2012 (n = 330)</b>	<b>3.9%</b>	<b>6.7%</b>	<b>37.3%</b>	<b>52.1%</b>
2010 <sup>a</sup> (n = 381)	2.1%	9.7%	49.3%	38.8%
2004 <sup>b</sup> (n = 0)	NA	NA	NA	NA
1999 <sup>c</sup> (n = 0)	NA	NA	NA	NA
1996 <sup>d</sup> (n = 0)	NA	NA	NA	NA
1994 <sup>e</sup> (n = 0)	NA	NA	NA	NA

**26. Being gay or lesbian is likely a genetic or biological trait.**

	Strongly Agree	Agree	Disagree	Strongly Disagree
<b>2012 (n = 326)</b>	<b>16.3%</b>	<b>35.9%</b>	<b>31.0%</b>	<b>16.9%</b>
2010 <sup>a</sup> (n = 378)	12.4%	34.9%	38.1%	14.6%
2004 <sup>b</sup> (n = 0)	NA	NA	NA	NA
1999 <sup>c</sup> (n = 0)	NA	NA	NA	NA
1996 <sup>d</sup> (n = 0)	NA	NA	NA	NA
1994 <sup>e</sup> (n = 0)	NA	NA	NA	NA

**27. I would have no difficulty obeying an order from the Commanding Officer to work with a homosexual co-worker on a difficult or dangerous assignment.**

	Strongly Agree	Agree	Disagree	Strongly Disagree
<b>2012 (n = 330)</b>	<b>52.7%</b>	<b>33.3%</b>	<b>9.1%</b>	<b>4.8%</b>
2010 <sup>a</sup> (n = 381)	35.7%	44.4%	14.4%	5.5%
2004 <sup>b</sup> (n = 334)	21.0%	56.9%	15.6%	5.4%
1999 <sup>c</sup> (n = 214)	20.6%	46.7%	20.6%	12.2%
1996 <sup>d</sup> (n = 306)	16.6%	45.0%	27.8%	10.6%
1994 <sup>e</sup> (n = 605)	14.3%	35.4%	30.2%	20.1%

**28. Homosexuals and heterosexuals should have equal rights.**

	Strongly Agree	Agree	Disagree	Strongly Disagree
<b>2012 (n = 328)</b>	<b>57.6%</b>	<b>28.4%</b>	<b>8.2%</b>	<b>5.8%</b>
2010 <sup>a</sup> (n = 381)	40.7%	43.0%	12.9%	3.4%
2004 <sup>b</sup> (n = 334)	26.3%	47.0%	21.0%	4.8%
1999 <sup>c</sup> (n = 213)	29.6%	40.9%	19.3%	10.3%
1996 <sup>d</sup> (n = 306)	23.3%	43.9%	15.9%	16.9%
1994 <sup>e</sup> (n = 605)	20.3%	40.2%	21.5%	18.0%

**29. I would feel uncomfortable having to share my room with a homosexual service member.**

	Strongly Agree	Agree	Disagree	Strongly Disagree
<b>2012 (n = 328)</b>	<b>21.3%</b>	<b>19.2%</b>	<b>36.0%</b>	<b>23.5%</b>
2010 <sup>a</sup> (n = 384)	27.1%	25.0%	32.6%	15.4%
2004 <sup>b</sup> (n = 0)	NA	NA	NA	NA
1999 <sup>c</sup> (n = 0)	NA	NA	NA	NA
1996 <sup>d</sup> (n = 0)	NA	NA	NA	NA
1994 <sup>e</sup> (n = 0)	NA	NA	NA	NA

**30. Homosexuals could pose a health risk to the Navy.**

	Strongly Agree	Agree	Disagree	Strongly Disagree
<b>2012 (n = 329)</b>	<b>9.7%</b>	<b>14.0%</b>	<b>34.0%</b>	<b>42.2%</b>
2010 <sup>a</sup> (n = 381)	10.4%	17.0%	45.2%	27.4%
2004 <sup>b</sup> (n = 334)	10.2%	29.0%	45.5%	14.4%
1999 <sup>c</sup> (n = 213)	18.3%	31.0%	35.7%	15.0%
1996 <sup>d</sup> (n = 306)	25.8%	39.6%	27.2%	7.4%
1994 <sup>e</sup> (n = 605)	37.0%	37.0%	20.1%	5.9%

**31. Compared with my peers, I consider myself more tolerant on the issue of homosexuals in the military.**

	Strongly Agree	Agree	Disagree	Strongly Disagree
<b>2012 (n = 330)</b>	<b>23.3%</b>	<b>46.1%</b>	<b>27.3%</b>	<b>3.3%</b>
2010 <sup>a</sup> (n = 381)	20.2%	55.6%	21.8%	2.4%
2004 <sup>b</sup> (n = 334)	18.0%	52.1%	24.6%	4.2%
1999 <sup>c</sup> (n = 214)	14.5%	56.1%	22.4%	7.0%
1996 <sup>d</sup> (n = 306)	15.7%	48.5%	31.4%	4.4%
1994 <sup>e</sup> (n = 605)	15.9%	40.2%	34.6%	9.3%

**32. Allowing gays and lesbians to serve openly in the military increases the overall effectiveness of the armed forces.**

	Strongly Agree	Agree	Disagree	Strongly Disagree
<b>2012 (n = 330)</b>	<b>27.9%</b>	<b>33.0%</b>	<b>21.2%</b>	<b>17.9%</b>
2010 <sup>a</sup> (n = 381)	13.4%	33.1%	32.8%	20.7%
2004 <sup>b</sup> (n = 0)	NA	NA	NA	NA
1999 <sup>c</sup> (n = 0)	NA	NA	NA	NA
1996 <sup>d</sup> (n = 0)	NA	NA	NA	NA
1994 <sup>e</sup> (n = 0)	NA	NA	NA	NA



**33. On the whole, I like the current policy better than the old policy.**

	Strongly Agree	Agree	Disagree	Strongly Disagree
<b>2012 (n = 331)</b>	<b>32.9%</b>	<b>34.4%</b>	<b>13.0%</b>	<b>19.6%</b>
2010 <sup>a</sup> (n = 363)	5.2%	58.4%	30.3%	6.3%
2004 <sup>b</sup> (n = 334)	3.3%	53.3%	32.9%	8.4%
1999 <sup>c</sup> (n = 213)	3.8%	40.4%	33.8%	22.1%
1996 <sup>d</sup> (n = 306)	2.8%	27.0%	36.7%	33.6%
1994 <sup>e</sup> (n = 605)	4.7%	18.6%	30.8%	45.9%

**34. My attitude toward homosexuals has become more tolerant since the current policy was adopted.**

	Strongly Agree	Agree	Disagree	Strongly Disagree
<b>2012 (n = 328)</b>	<b>3.0%</b>	<b>15.9%</b>	<b>53.4%</b>	<b>27.7%</b>
2010 <sup>a</sup> (n = 365)	1.4%	25.8%	62.2%	10.7%
2004 <sup>b</sup> (n = 334)	0.6%	29.9%	57.8%	9.3%
1999 <sup>c</sup> (n = 213)	0.5%	19.7%	57.8%	22.1%
1996 <sup>d</sup> (n = 306)	1.4%	14.2%	56.8%	27.7%
1994 <sup>e</sup> (n = 605)	NA	NA	NA	NA

**35. The current policy has the effect of encouraging homosexuals to make unwanted sexual advances.**

	Strongly Agree	Agree	Disagree	Strongly Disagree
<b>2012 (n = 330)</b>	<b>6.4%</b>	<b>11.5%</b>	<b>38.2%</b>	<b>43.9%</b>
2010 <sup>a</sup> (n = 374)	2.1%	9.6%	58.0%	30.2%
2004 <sup>b</sup> (n = 334)	0.3%	9.6%	60.8%	27.8%
1999 <sup>c</sup> (n = 215)	1.9%	8.8%	61.9%	27.4%
1996 <sup>d</sup> (n = 306)	5.2%	8.3%	64.7%	21.8%
1994 <sup>e</sup> (n = 605)	NA	NA	NA	NA

**36. A homosexual's safety or life could be in danger due to beliefs held by other service members.**

	Strongly Agree	Agree	Disagree	Strongly Disagree
<b>2012 (n = 329)</b>	<b>5.8%</b>	<b>45.3%</b>	<b>36.8%</b>	<b>12.2%</b>
2010 <sup>a</sup> (n = 378)	16.4%	54.0%	25.7%	4.0%
2004 <sup>b</sup> (n = 334)	14.4%	65.9%	17.4%	2.4%
1999 <sup>c</sup> (n = 214)	28.0%	58.4%	12.2%	1.4%
1996 <sup>d</sup> (n = 306)	26.8%	58.7%	12.4%	2.0%
1994 <sup>e</sup> (n = 605)	NA	NA	NA	NA

**37. The presence of a homosexual in my unit would interfere with mission accomplishment.**

	Strongly Agree	Agree	Disagree	Strongly Disagree
<b>2012 (n = 331)</b>	<b>6.6%</b>	<b>11.5%</b>	<b>40.5%</b>	<b>41.4%</b>
2010 <sup>a</sup> (n = 380)	7.4%	18.4%	39.7%	34.5%
2004 <sup>b</sup> (n = 334)	7.2%	28.7%	47.0%	15.6%
1999 <sup>c</sup> (n = 213)	18.3%	25.4%	40.4%	16.0%
1996 <sup>d</sup> (n = 306)	17.7%	33.0%	35.4%	13.9%
1994 <sup>e</sup> (n = 605)	NA	NA	NA	NA

**38. Homosexuals should have the same rights to marry as heterosexuals.**

	Strongly Agree	Agree	Disagree	Strongly Disagree
<b>2012 (n = 329)</b>	<b>38.9%</b>	<b>22.8%</b>	<b>13.4%</b>	<b>24.9%</b>
2010 <sup>a</sup> (n = 377)	22.0%	27.6%	23.1%	27.3%
2004 <sup>b</sup> (n = 334)	12.3%	22.8%	22.8%	41.9%
1999 <sup>c</sup> (n = 0)	NA	NA	NA	NA
1996 <sup>d</sup> (n = 0)	NA	NA	NA	NA
1994 <sup>e</sup> (n = 0)	NA	NA	NA	NA

**39. I have a friend or relative who is homosexual.**

	Yes	No	Unsure
<b>2012 (n = 331)</b>	<b>77.6%</b>	<b>11.2%</b>	<b>11.2%</b>
2010 <sup>a</sup> (n = 384)	63.8%	20.8%	15.4%
2004 <sup>b</sup> (n = 334)	56.6%	29.6%	13.8%
1999 <sup>c</sup> (n = 214)	46.3%	36.5%	17.3%
1996 <sup>d</sup> (n = 306)	46.1%	53.8%	NA
1994 <sup>e</sup> (n = 605)	28.5%	51.8%	18.9%

**40. I personally know a homosexual service member.**

	Strongly Agree	Agree	Disagree	Strongly Disagree
<b>2012 (n = 330)</b>	<b>46.4%</b>	<b>28.8%</b>	<b>19.4%</b>	<b>5.5%</b>
2010 <sup>a</sup> (n = 377)	22.3%	27.9%	37.1%	12.7%
2004 <sup>b</sup> (n = 334)	16.2%	19.2%	44.3%	19.5%
1999 <sup>c</sup> (n = 212)	NA	21.2%	NA	NA
1996 <sup>d</sup> (n = 0)	NA	NA	NA	NA
1994 <sup>e</sup> (n = 0)	NA	NA	NA	NA

**41. The repeal of DADT was the correct course of action for the Department of Defense. (Added 2012)**

	Strongly Agree	Agree	Disagree	Strongly Disagree
<b>2012 (n = 330)</b>	<b>45.8%</b>	<b>23.9%</b>	<b>10.0%</b>	<b>20.3%</b>
2010 <sup>a</sup> (n = 0)	NA	NA	NA	NA
2004 <sup>b</sup> (n = 0)	NA	NA	NA	NA
1999 <sup>c</sup> (n = 0)	NA	NA	NA	NA
1996 <sup>d</sup> (n = 0)	NA	NA	NA	NA
1994 <sup>e</sup> (n = 0)	NA	NA	NA	NA

**42. The training I received from the Navy prior to the repeal of DADT was effective. (Added 2012)**

	Strongly Agree	Agree	Disagree	Strongly Disagree
<b>2012 (n = 328)</b>	<b>16.8%</b>	<b>55.2%</b>	<b>17.7%</b>	<b>10.4%</b>
2010 <sup>a</sup> (n = 0)	NA	NA	NA	NA
2004 <sup>b</sup> (n = 0)	NA	NA	NA	NA
1999 <sup>c</sup> (n = 0)	NA	NA	NA	NA
1996 <sup>d</sup> (n = 0)	NA	NA	NA	NA
1994 <sup>e</sup> (n = 0)	NA	NA	NA	NA

**43. The definition of marriage is the union of one man and one woman. (Added 2012)**

	Strongly Agree	Agree	Disagree	Strongly Disagree
<b>2012 (n = 326)</b>	<b>33.1%</b>	<b>19.9%</b>	<b>23.6%</b>	<b>23.3%</b>
2010 <sup>a</sup> (n = 0)	NA	NA	NA	NA
2004 <sup>b</sup> (n = 0)	NA	NA	NA	NA
1999 <sup>c</sup> (n = 0)	NA	NA	NA	NA
1996 <sup>d</sup> (n = 0)	NA	NA	NA	NA
1994 <sup>e</sup> (n = 0)	NA	NA	NA	NA

**44. Same-sex spouses of homosexual service members should be entitled to the same benefits provided to the spouses of heterosexual service members. (Added 2012)**

	Strongly Agree	Agree	Disagree	Strongly Disagree
<b>2012 (n = 329)</b>	<b>41.9%</b>	<b>28.3%</b>	<b>9.4%</b>	<b>20.4%</b>
2010 <sup>a</sup> (n = 0)	NA	NA	NA	NA
2004 <sup>b</sup> (n = 0)	NA	NA	NA	NA
1999 <sup>c</sup> (n = 0)	NA	NA	NA	NA
1996 <sup>d</sup> (n = 0)	NA	NA	NA	NA
1994 <sup>e</sup> (n = 0)	NA	NA	NA	NA

**45. The repeal of DADT makes it less likely that I will stay in the Navy past my current service obligation. (Added 2012)**

	Strongly Agree	Agree	Disagree	Strongly Disagree
<b>2012 (n = 330)</b>	<b>6.4%</b>	<b>6.1%</b>	<b>29.1%</b>	<b>58.5%</b>
2010 <sup>a</sup> (n = 0)	NA	NA	NA	NA
2004 <sup>b</sup> (n = 0)	NA	NA	NA	NA
1999 <sup>c</sup> (n = 0)	NA	NA	NA	NA
1996 <sup>d</sup> (n = 0)	NA	NA	NA	NA
1994 <sup>e</sup> (n = 0)	NA	NA	NA	NA

**46. Since the repeal of DADT, I have witnessed service members being more open about their sexual preferences. (Added 2012)**

	Strongly Agree	Agree	Disagree	Strongly Disagree
<b>2012 (n = 331)</b>	<b>15.7%</b>	<b>30.8%</b>	<b>41.1%</b>	<b>12.4%</b>
2010 <sup>a</sup> (n = 0)	NA	NA	NA	NA
2004 <sup>b</sup> (n = 0)	NA	NA	NA	NA
1999 <sup>c</sup> (n = 0)	NA	NA	NA	NA
1996 <sup>d</sup> (n = 0)	NA	NA	NA	NA
1994 <sup>e</sup> (n = 0)	NA	NA	NA	NA

**47. The repeal of DADT has led to sexual misconduct in the Navy. (Added 2012)**

	Strongly Agree	Agree	Disagree	Strongly Disagree
<b>2012 (n = 329)</b>	<b>4.6%</b>	<b>9.4%</b>	<b>46.5%</b>	<b>39.5%</b>
2010 <sup>a</sup> (n = 0)	NA	NA	NA	NA
2004 <sup>b</sup> (n = 0)	NA	NA	NA	NA
1999 <sup>c</sup> (n = 0)	NA	NA	NA	NA
1996 <sup>d</sup> (n = 0)	NA	NA	NA	NA
1994 <sup>e</sup> (n = 0)	NA	NA	NA	NA

**48. How has the repeal of DADT affected reenlistment in the Navy? (Added 2012)**

	Strongly Positive	Positively	No Effect	Negatively	Strongly Negative
<b>2012 (n = 327)</b>	<b>1.5%</b>	<b>20.5%</b>	<b>66.1%</b>	<b>9.5%</b>	<b>2.4%</b>
2010 <sup>a</sup> (n = 0)	NA	NA	NA	NA	NA
2004 <sup>b</sup> (n = 0)	NA	NA	NA	NA	NA
1999 <sup>c</sup> (n = 0)	NA	NA	NA	NA	NA
1996 <sup>d</sup> (n = 0)	NA	NA	NA	NA	NA
1994 <sup>e</sup> (n = 0)	NA	NA	NA	NA	NA

**49. How has the repeal of DADT affected morale in the Navy? (Added 2012)**

	Strongly Positive	Positively	No Effect	Negatively	Strongly Negative
<b>2012 (n = 327)</b>	<b>1.5%</b>	<b>26.9%</b>	<b>49.8%</b>	<b>18.3%</b>	<b>3.4%</b>
2010 <sup>a</sup> (n = 0)	NA	NA	NA	NA	NA
2004 <sup>b</sup> (n = 0)	NA	NA	NA	NA	NA
1999 <sup>c</sup> (n = 0)	NA	NA	NA	NA	NA
1996 <sup>d</sup> (n = 0)	NA	NA	NA	NA	NA
1994 <sup>e</sup> (n = 0)	NA	NA	NA	NA	NA

**50. How has the repeal of DADT affected retention in the Navy? (Added 2012)**

	Strongly Positive	Positively	No Effect	Negatively	Strongly Negative
<b>2012 (n = 326)</b>	<b>1.5%</b>	<b>22.1%</b>	<b>64.1%</b>	<b>10.4%</b>	<b>1.8%</b>
2010 <sup>a</sup> (n = 0)	NA	NA	NA	NA	NA
2004 <sup>b</sup> (n = 0)	NA	NA	NA	NA	NA
1999 <sup>c</sup> (n = 0)	NA	NA	NA	NA	NA
1996 <sup>d</sup> (n = 0)	NA	NA	NA	NA	NA
1994 <sup>e</sup> (n = 0)	NA	NA	NA	NA	NA

**51. How has the repeal of DADT affected unit cohesion in the Navy? (Added 2012)**

	Strongly Positive	Positively	No Effect	Negatively	Strongly Negative
<b>2012 (n = 330)</b>	<b>2.1%</b>	<b>17.6%</b>	<b>61.2%</b>	<b>12.5%</b>	<b>3.6%</b>
2010 <sup>a</sup> (n = 0)	NA	NA	NA	NA	NA
2004 <sup>b</sup> (n = 0)	NA	NA	NA	NA	NA
1999 <sup>c</sup> (n = 0)	NA	NA	NA	NA	NA
1996 <sup>d</sup> (n = 0)	NA	NA	NA	NA	NA
1994 <sup>e</sup> (n = 0)	NA	NA	NA	NA	NA

## Demographic Survey Response Frequencies:

### 52. How many years have you been in the military?

	Survey (n=331)
Less than 2	0.6%
2–5	9.7%
6–9	22.4%
10–12	21.1%
13–15	20.2%
16–20	14.8%
More than 20	11.2%

### 53. I am (Gender):

	Survey (n=329)
Male	85.4%
Female	14.6%

### 54. My race/ethnicity is:

	Survey (n=330)
Hispanic	5.5%
African American	3.9%
Caucasian	77.9%
Asian/Pacific Islander	3.9%
Native American	1.2%
Other	7.6%

### 55. My designator is:

	Survey (n=329)
Surface Warfare	21.3%
Aviation	24.3%
Submarine Warfare	10.0%
Restricted Line	26.1%
Staff Corps	10.6%
Other	7.6%

**56. My pay grade is:**

	Survey (n=327)
O-1	2.4%
O-2	3.1%
O-3	55.7%
O-4	28.4%
O-5	8.3%
O-6	2.1%

**57. Are you enrolled in a resident program or distance learning at NPS?**

	Survey (n=329)
Resident	62.6%
Distance learning	31.6%
Other (e.g. Staff, TAD)	5.8%

**58 . Are you interested in participating in a confidential focus group related to the repeal of DADT and unit cohesion? The focus group will expand on specific comments provided by the survey respondents and address additional points of interest. It should be emphasized that the privacy and confidentiality of all participants and their responses will be strictly protected under NPS-IRB guidelines.**

	Yes	No
2012 (n = 323)	9.9%	90.0%

**59 . Please feel free to share any comments below. 95 comments**

<sup>a</sup> Source: Ferguson, L, III (2011). Navy and Marine Corps officers' attitudes toward the "Don't Ask, Don't Tell" policy. (Master's thesis). Naval Postgraduate School, Monterey, CA, 85–103.

<sup>b</sup> Source: Garcia, A. E. (2009). Naval officer attitudes toward the "Don't Ask, Don't Tell" policy. (Master's thesis). Naval Postgraduate School, Monterey, CA, 71–84.

<sup>c</sup> Source: Bicknell, J. W. (2000). Study of Naval officers' attitudes toward homosexuals in the military (Master's thesis). Naval Postgraduate School, Monterey, CA, 165–176.

<sup>d</sup> Source: Friery, M. R. (1997). Trend in Navy officer attitudes towards the "Don't Ask, Don't Tell" policy. (Master's thesis). Naval Postgraduate School, Monterey, CA, 71–77.

<sup>e</sup> Source: Cleveland, F. & Ohi, M. (1994). "Don't Ask, Don't Tell" policy analysis and interpretation. (Master's thesis). Naval Postgraduate School, Monterey, CA, 86–89

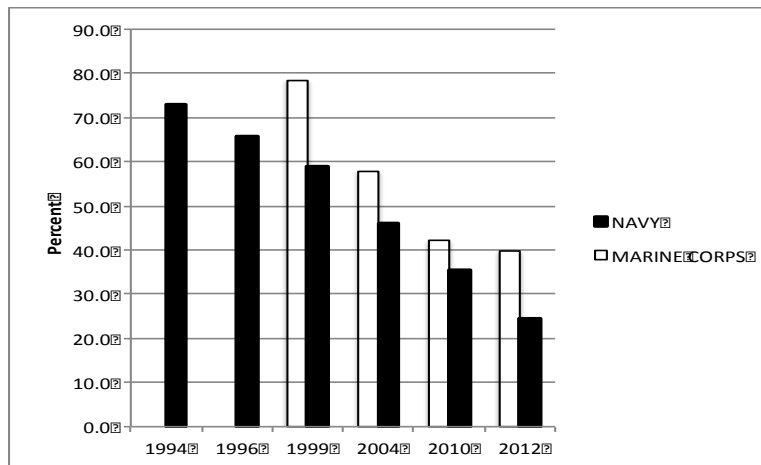
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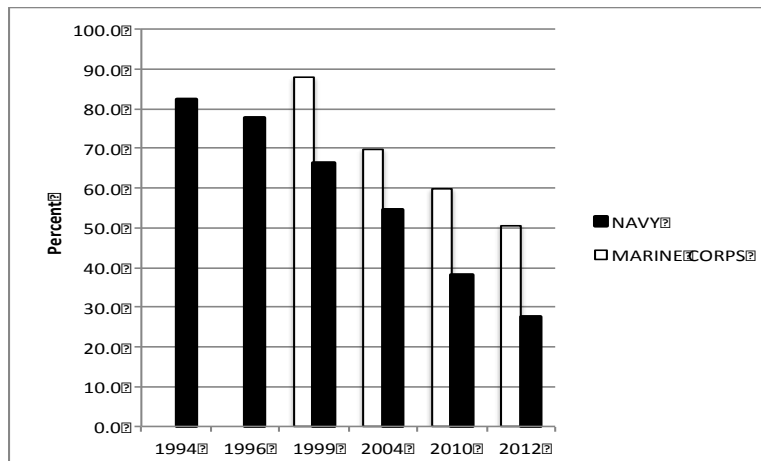
## APPENDIX B. SURVEY RESPONSE FREQUENCIES: NAVY AND MARINE CORPS

This appendix shows the response frequencies of both Navy and Marine Corps participants of the surveys conducted in 1994, 1996, 1999, 2004, 2010, and 2012 for research on the 'Don't Ask, Don't Tell' policy at NPS. The data in these charts represent the combined "Strongly Agree" and "Agree" responses for most survey items. Charts that show alternative answers are annotated. Questions that are entirely unique to the 2012 survey have been highlighted in green.

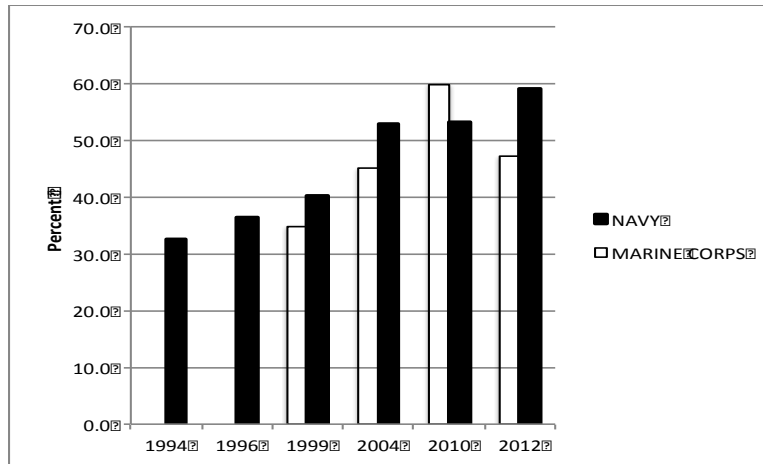
1. I have read the consent to participate form and understand the content of this survey.
2. Full and open acceptance of homosexuals in the military sends the wrong message to the rest of society.



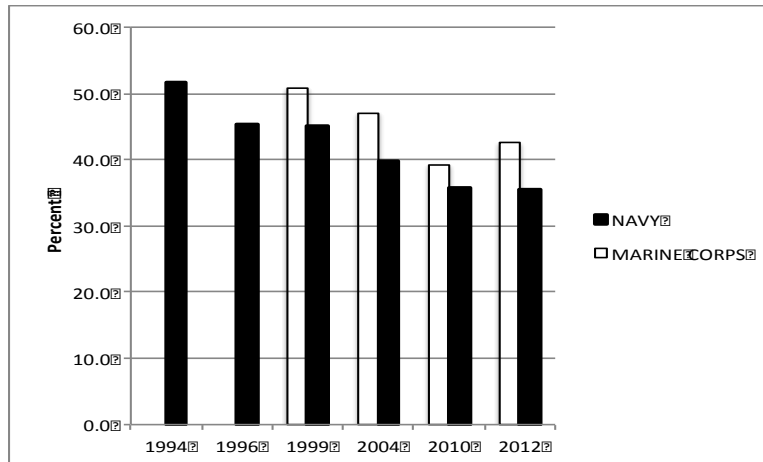
3. I would prefer not to have homosexuals in my command.



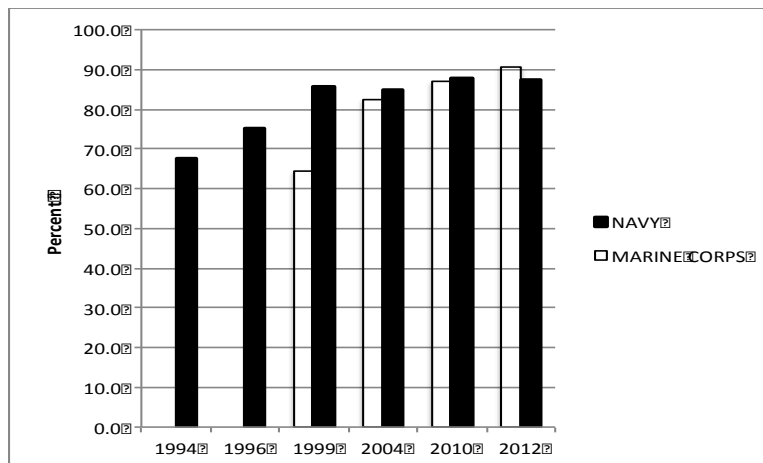
**4. Homosexuals are born that way.**



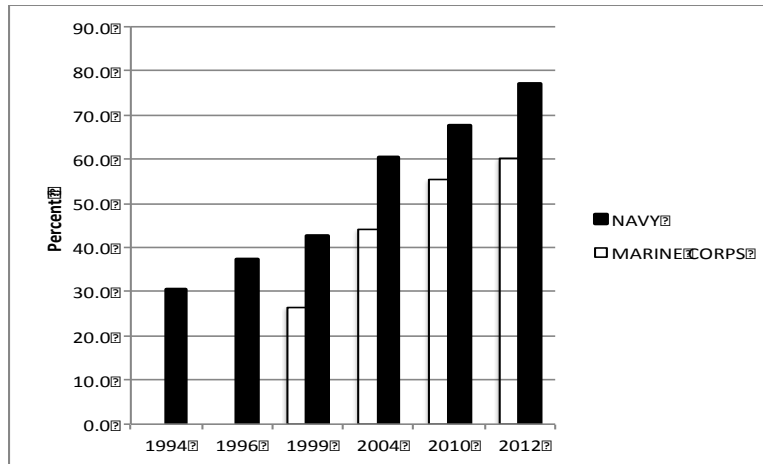
**5. Homosexual orientation is learned through society interaction and can be changed by will.**



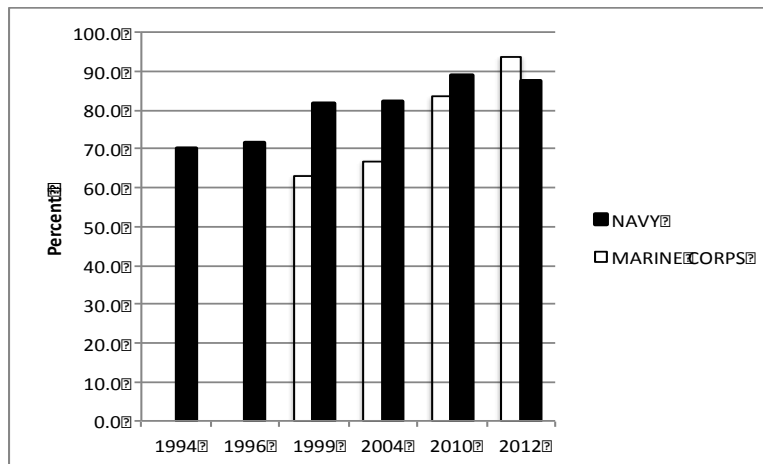
**6. The difference between sexual conduct and sexual orientation are clearly defined and I can distinguish the two.**



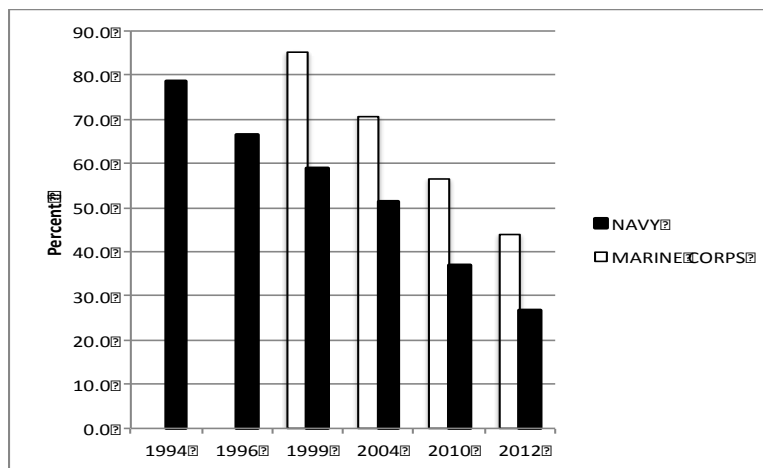
**7. I would have no difficulty working for a homosexual Commanding Officer.**



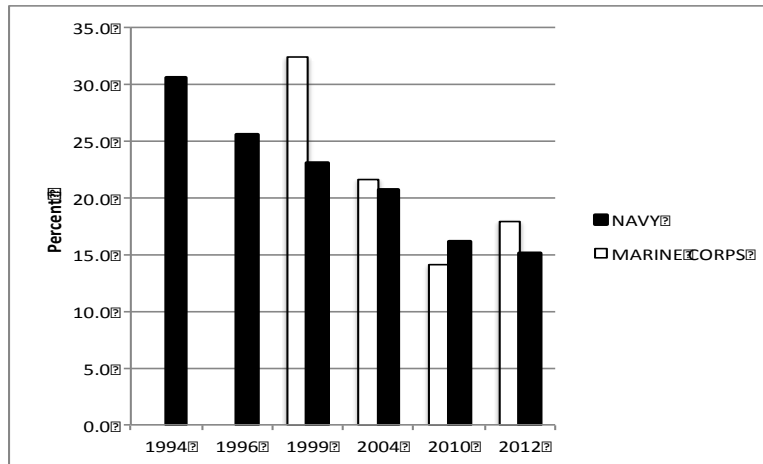
**8. Lawful off-duty sexual activity would be of no concern to me.**



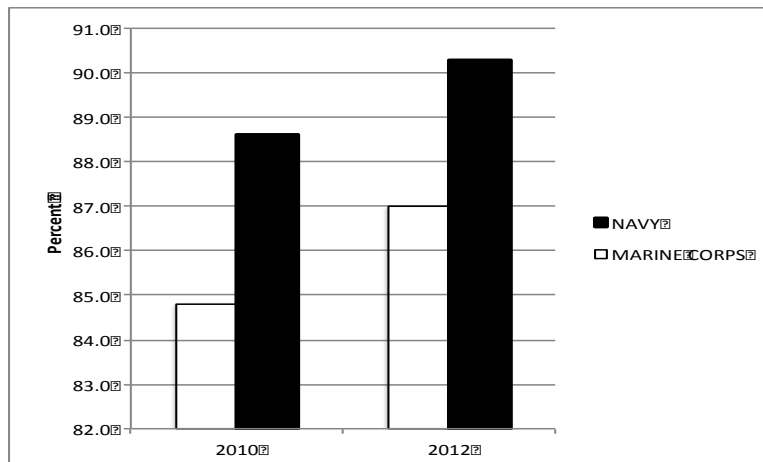
**9. Allowing homosexual personnel within the Navy can cause the downfall of good order and discipline.**



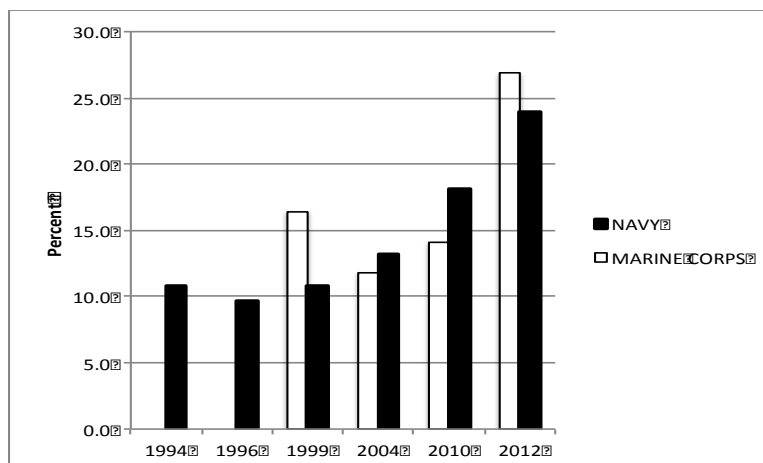
**10. Homosexuality is a medical/psychological anomaly that can be changed to heterosexual preference through treatment.**



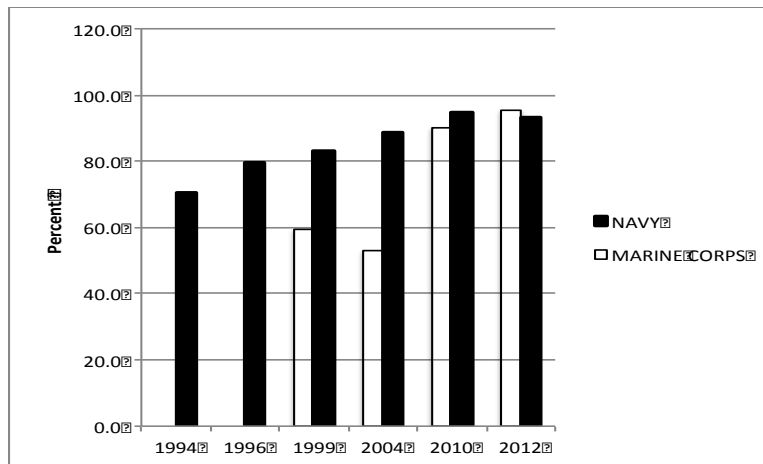
**11. Gays and lesbians should be tolerated in our society**



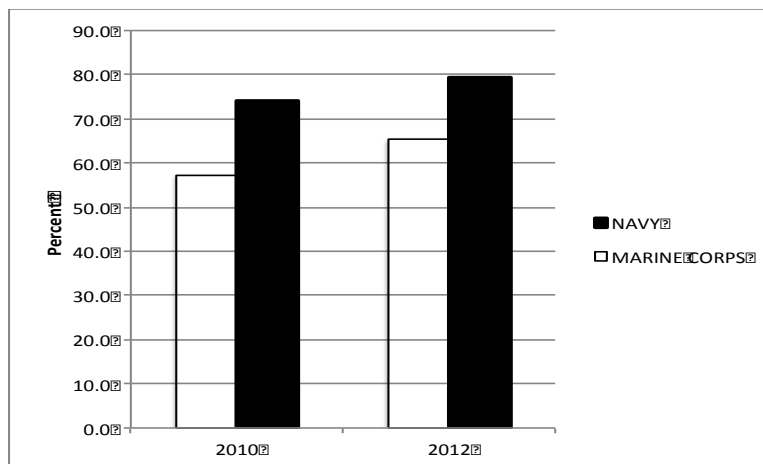
**12. I can easily determine whether or not someone is homosexual by appearance and mannerisms.**



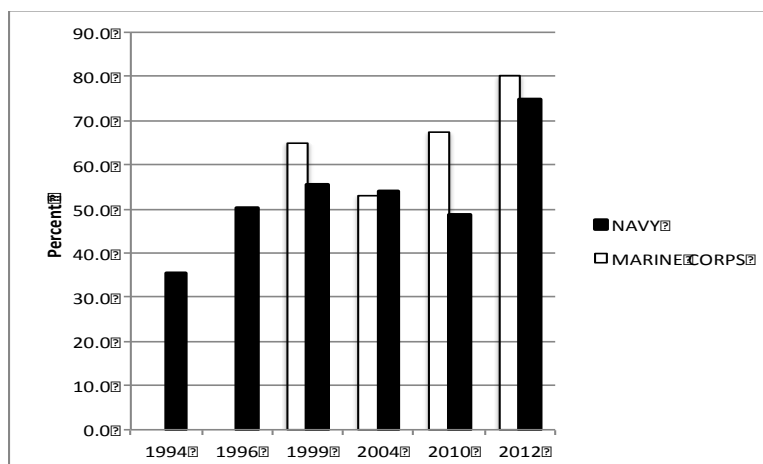
**13. Homosexuals can be trusted with secret military documents.**



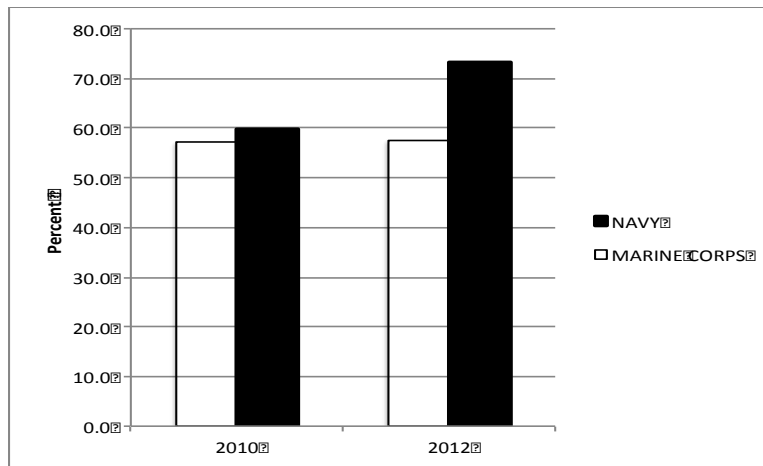
**14. Gays and lesbians should be tolerated in our military.**



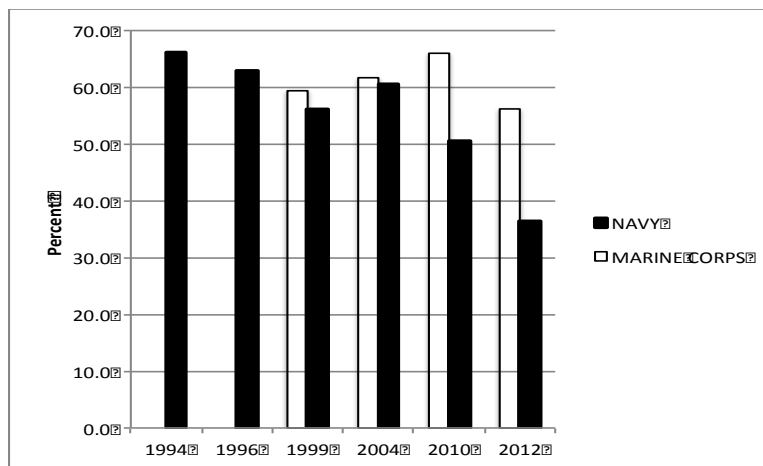
**15. The current policy protects the rights of all sailors regardless of sexual orientation.**



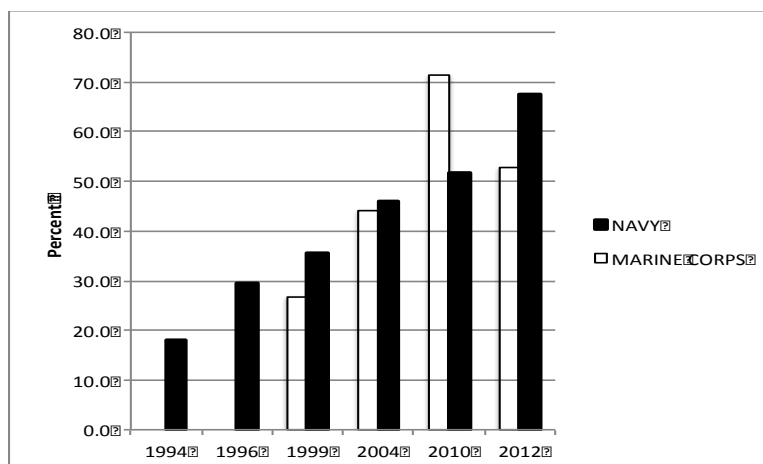
**16. Gays and lesbians should be allowed to serve openly in our military.**



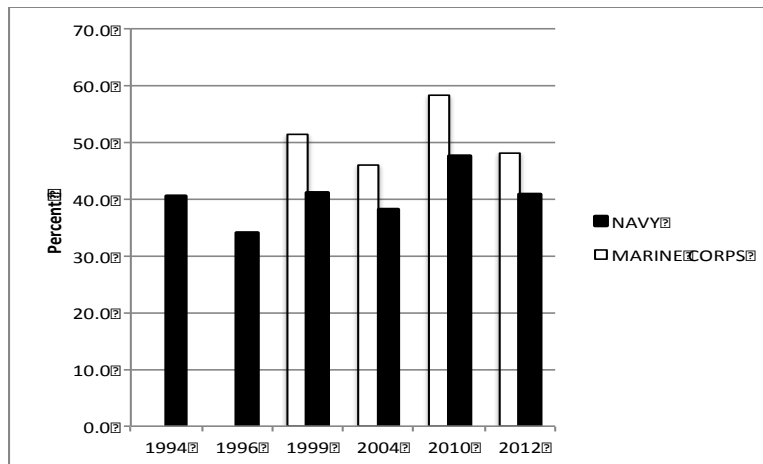
**17. Homosexuals are more likely to suffer emotional problems in a military setting.**



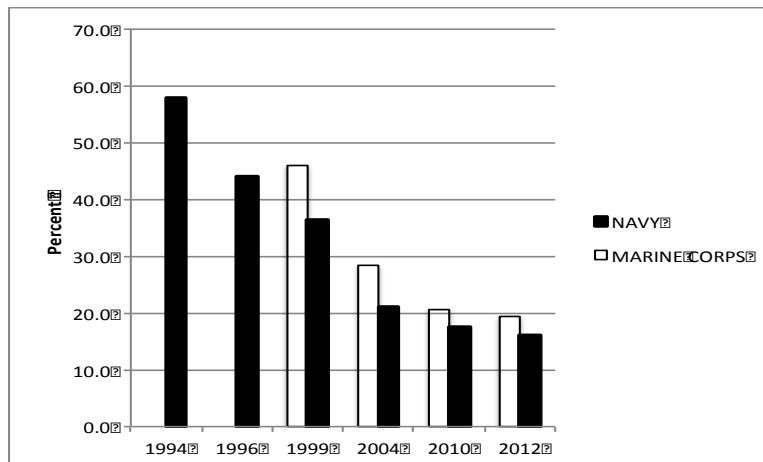
**18. The current policy is good for national defense.**



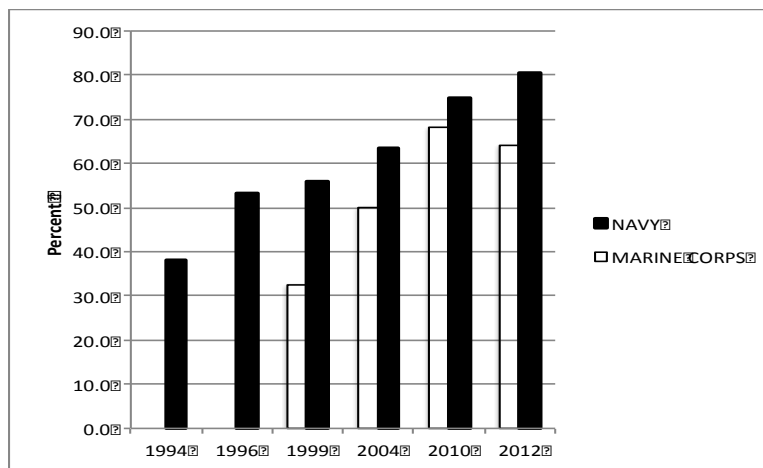
**19. People are either heterosexually or homosexually oriented.**



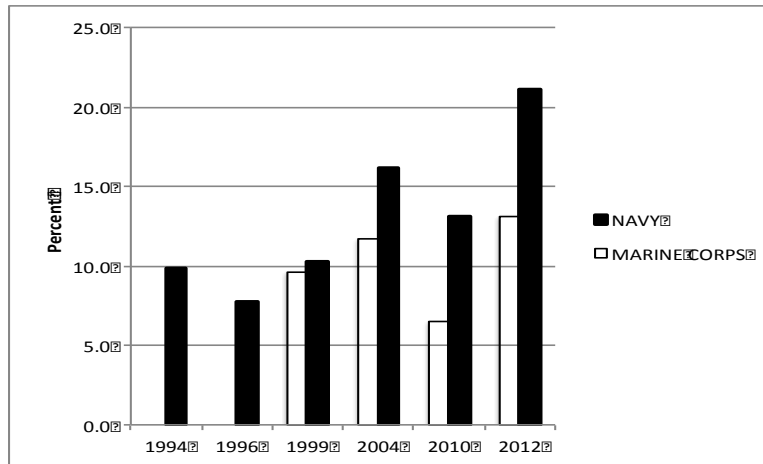
**20. I feel uncomfortable in the presence of homosexuals and have difficulty interacting normally with them.**



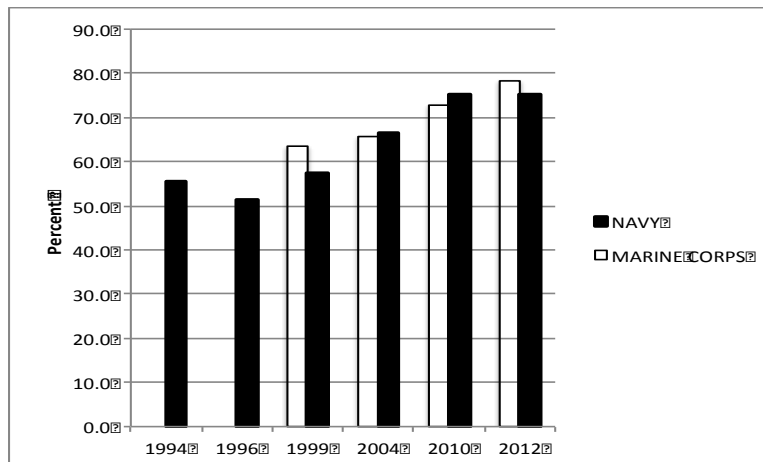
**21. A division officer's sexual preference has no effect on the officer's ability to lead.**



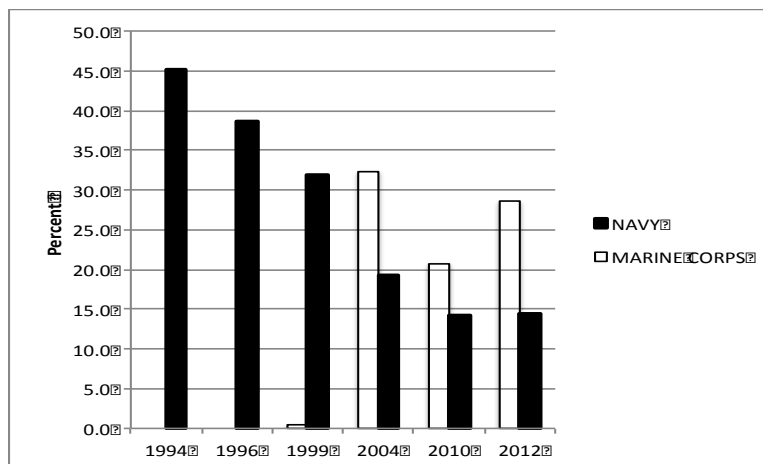
**22. Religious teachings provide the only real obstacles to total acceptance of gays in the Navy.**



**23. Civilian homosexuals are of no consequence to me.**

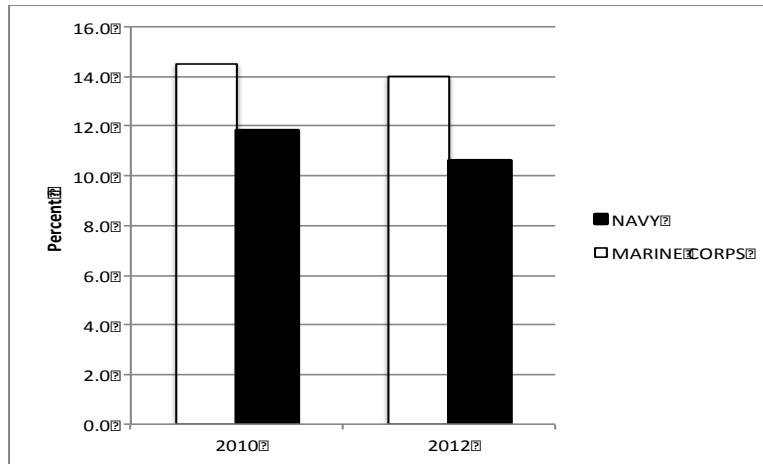


**24. I would not want a gay person as a neighbor.**

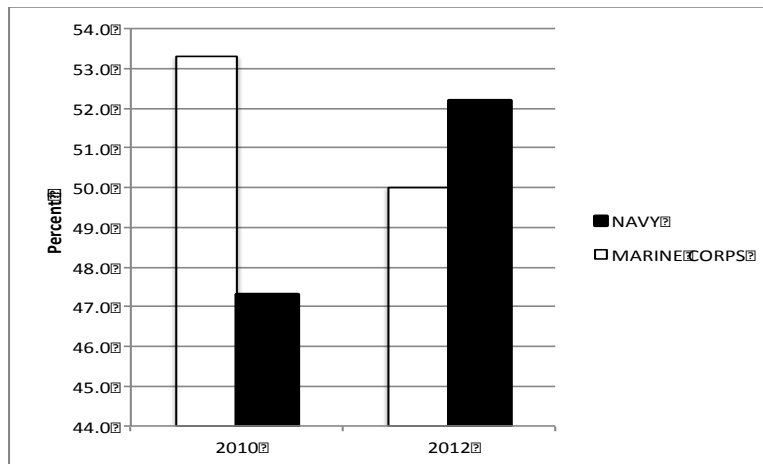




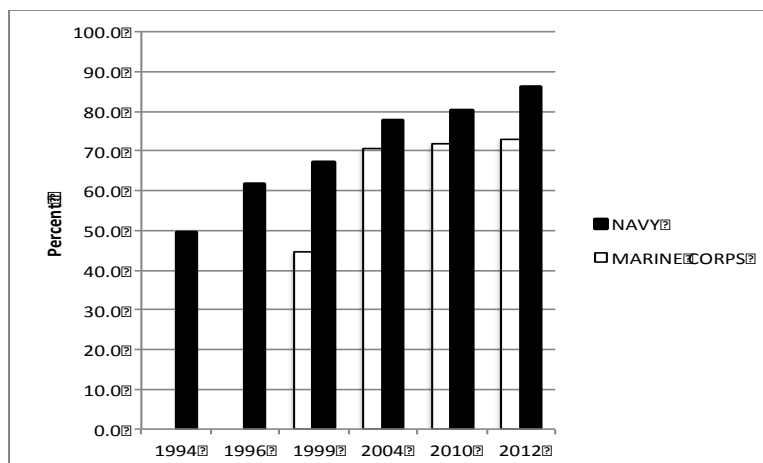
**25. Gay men would not be reliable in a combat situation.**



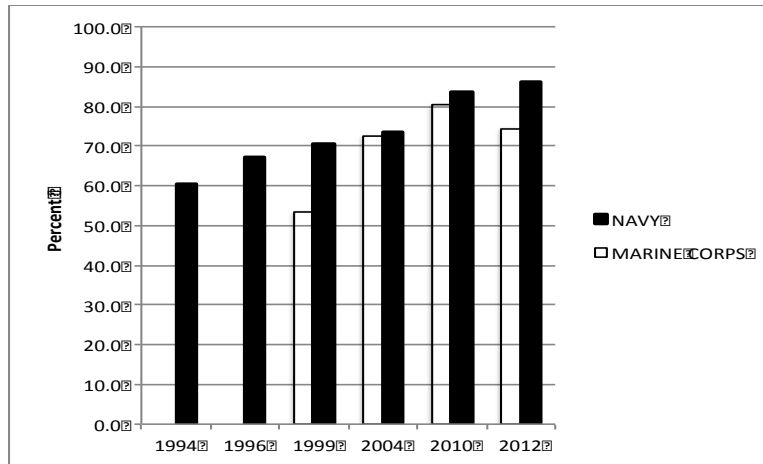
**26. Being gay or lesbian is likely a genetic or biological trait.**



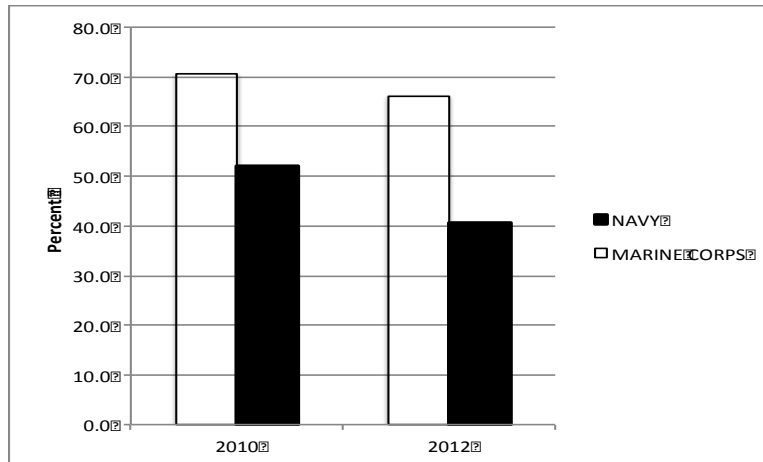
**27. I would have no difficulty obeying an order from the Commanding Officer to work with a homosexual co-worker on a difficult or dangerous assignment.**



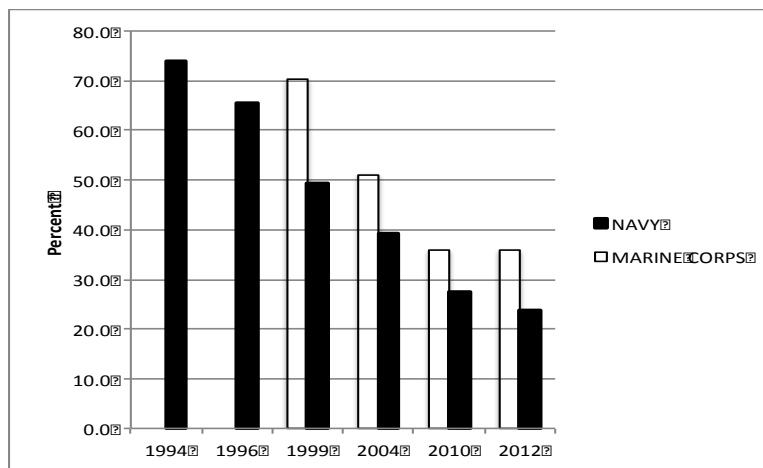
**28. Homosexuals and heterosexuals should have equal rights.**



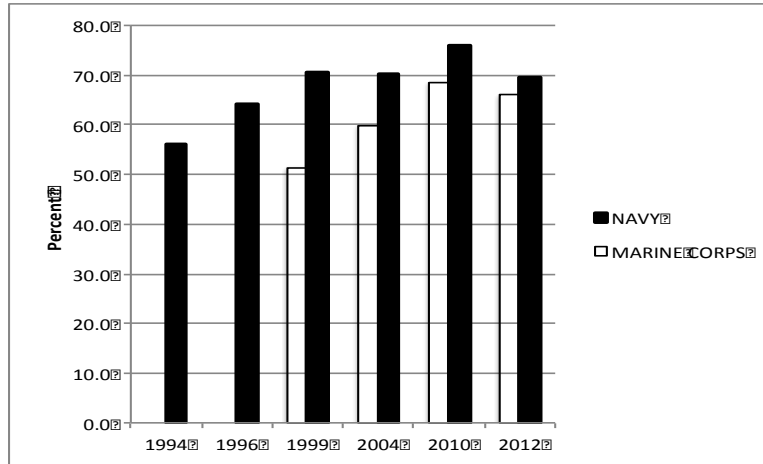
**29. I would feel uncomfortable having to share my room with a homosexual service member.**



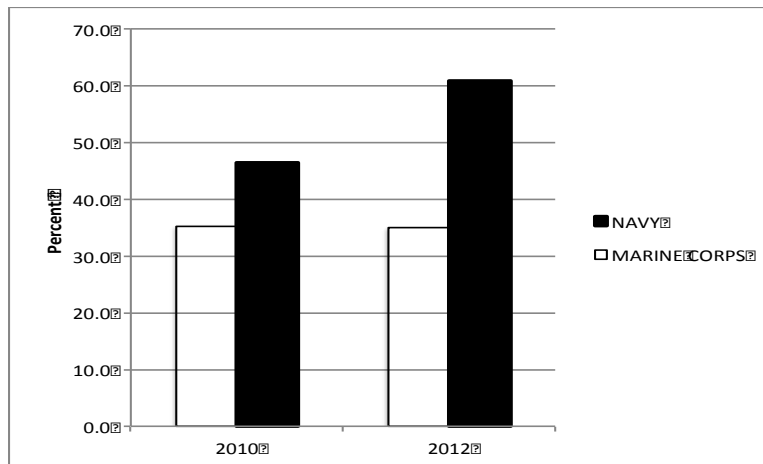
**30. Homosexuals could pose a health risk to the Navy.**



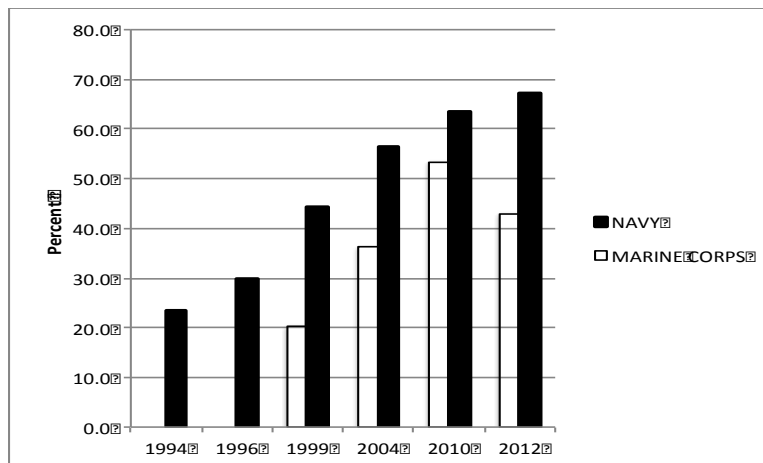
**31. Compared with my peers, I consider myself more tolerant on the issue of homosexuals in the military.**



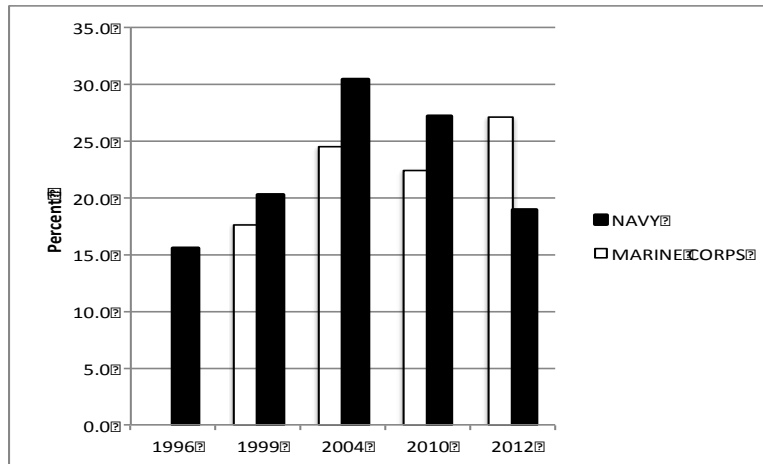
**32. Allowing gays and lesbians to serve openly in the military increases the overall effectiveness of the armed forces.**



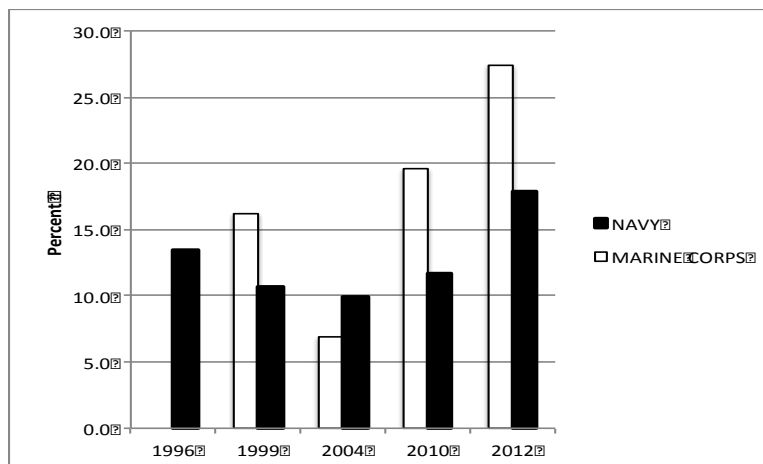
**33. On the whole, I like the current policy better than the old policy.**



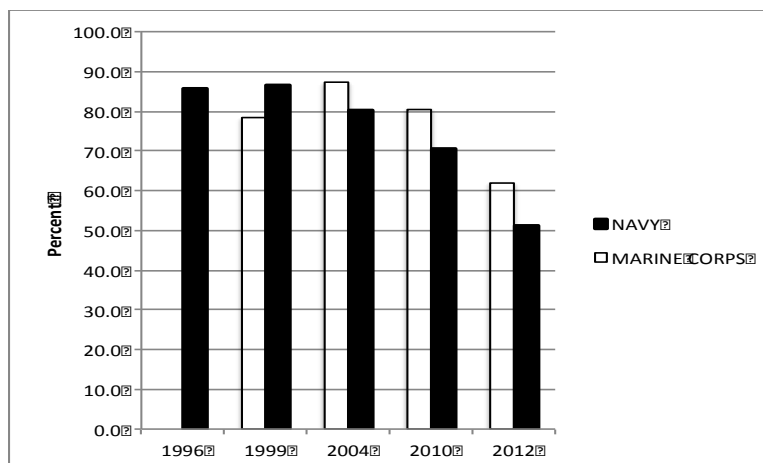
**34. My attitude toward homosexuals has become more tolerant since the current policy was adopted.**



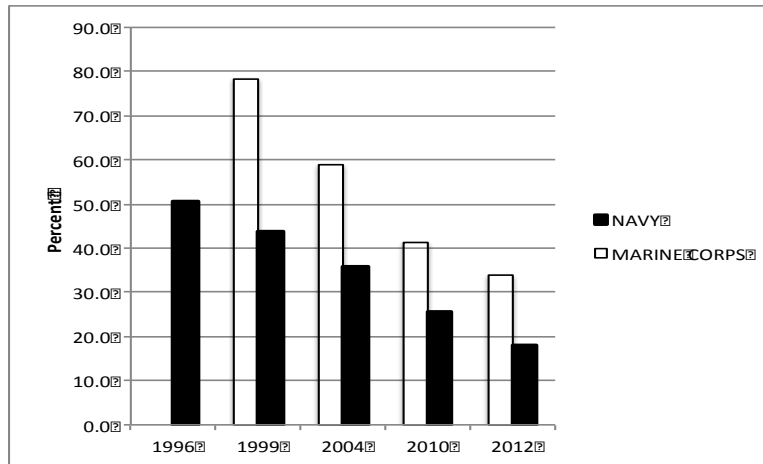
**35. The current policy has the effect of encouraging homosexuals to make unwanted sexual advances.**



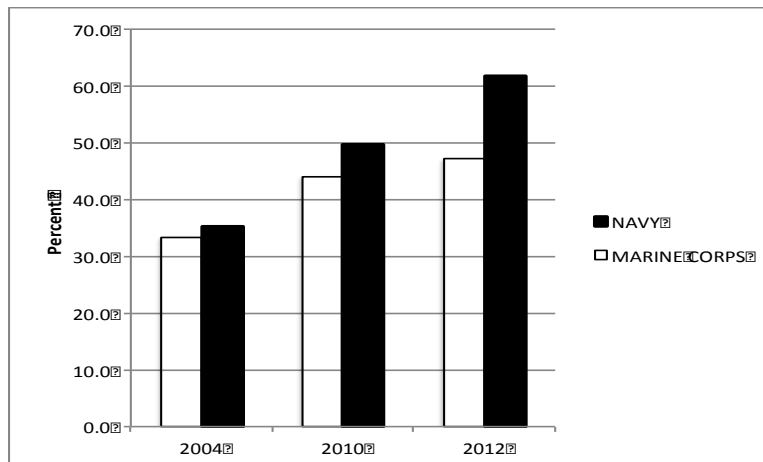
**36. A homosexual's safety or life could be in danger due to beliefs held by other service members.**



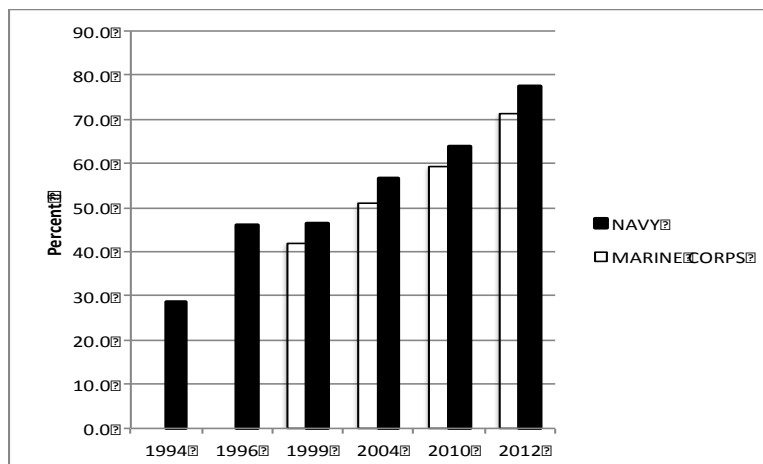
**37. The presence of a homosexual in my unit would interfere with mission accomplishment.**



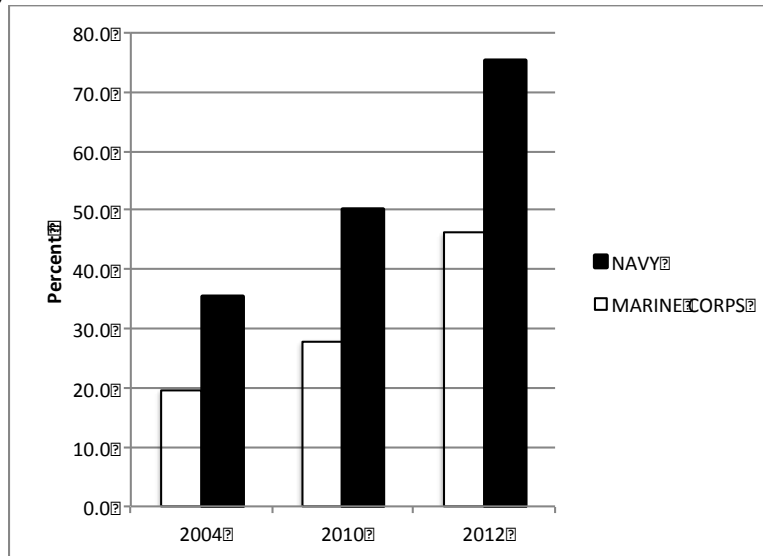
**38. Homosexuals should have the same rights to marry as heterosexuals.**



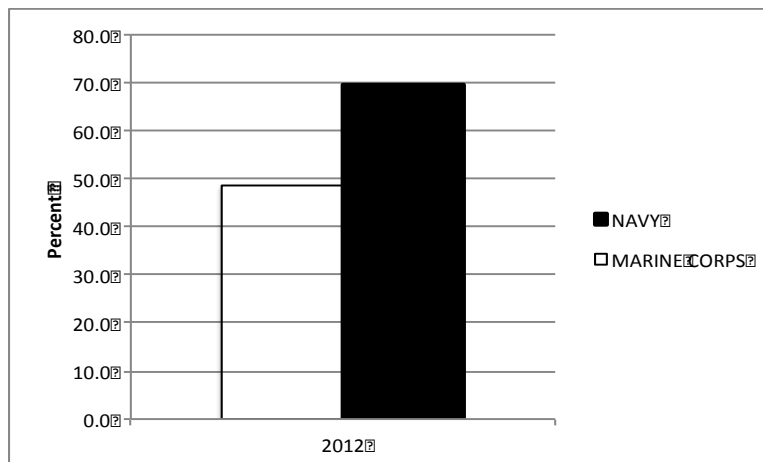
**39. I have a friend or relative who is homosexual.** (Data shown represent a “Yes” answer.)



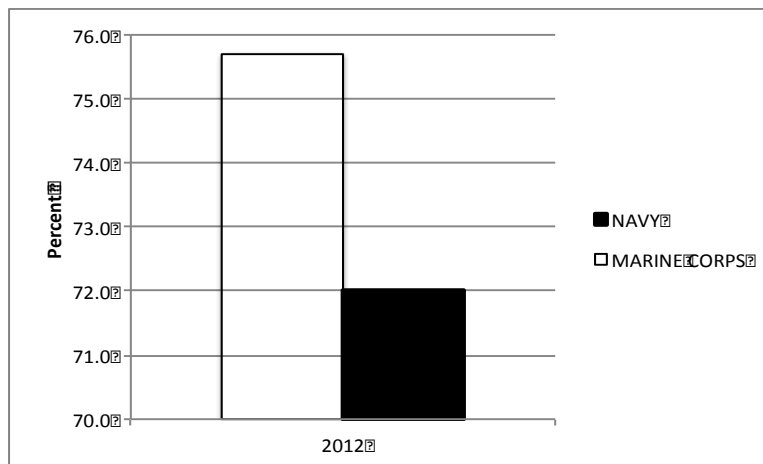
**40. I personally know a homosexual service member.**



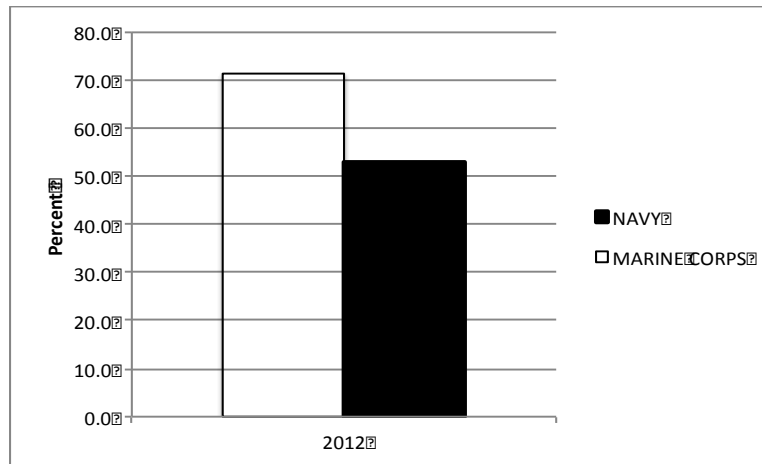
**41. The repeal of DADT was the correct course of action for the Department of Defense. (Added 2012)**



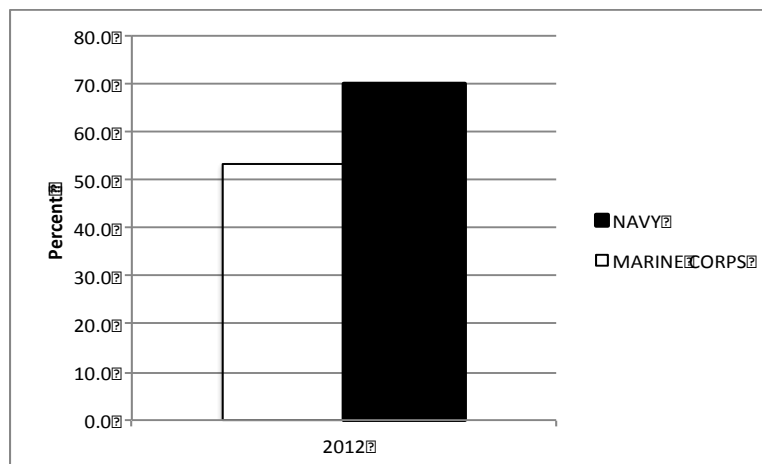
**42. The training I received from the Navy prior to the repeal of DADT was effective. (Added 2012)**



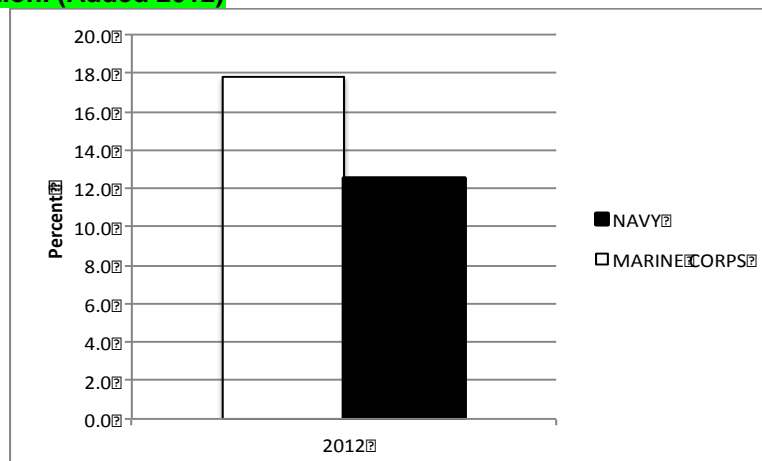
**43. The definition of marriage is the union of one man and one woman. (Added 2012)**



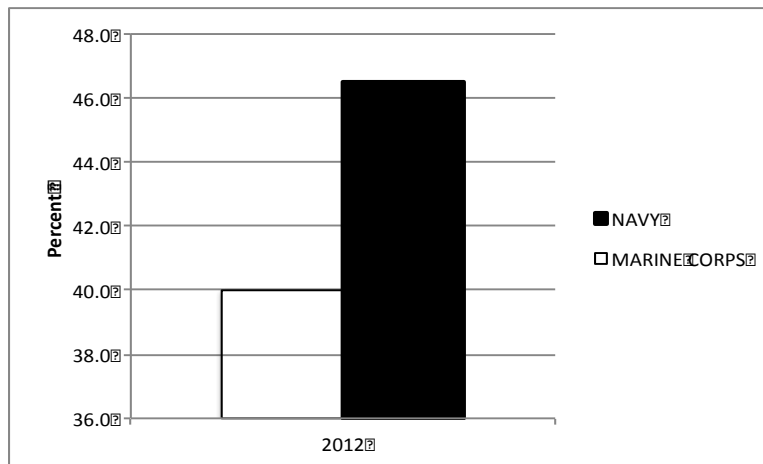
**44. Same-sex spouses of homosexual service members should be entitled to the same benefits provided to the spouses of heterosexual service members. (Added 2012)**



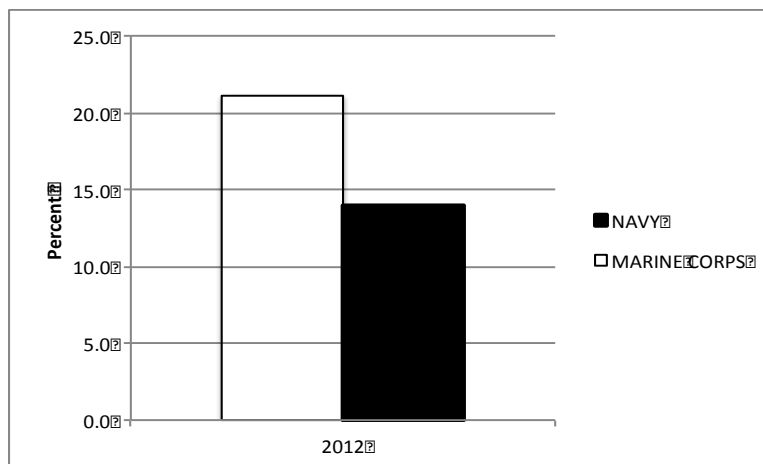
**45. The repeal of DADT makes it less likely that I will stay in the Navy past my current service obligation. (Added 2012)**



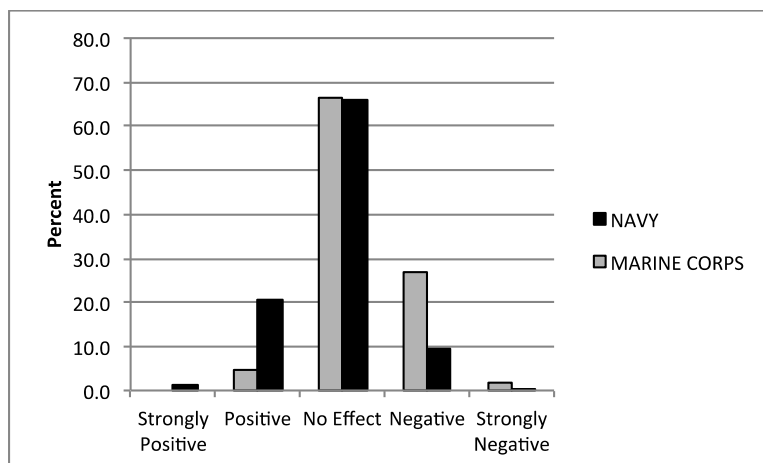
**46. Since the repeal of DADT, I have witnessed service members being more open about their sexual preferences. (Added 2012)**



**47. The repeal of DADT has led to sexual misconduct in the Navy. (Added 2012)**

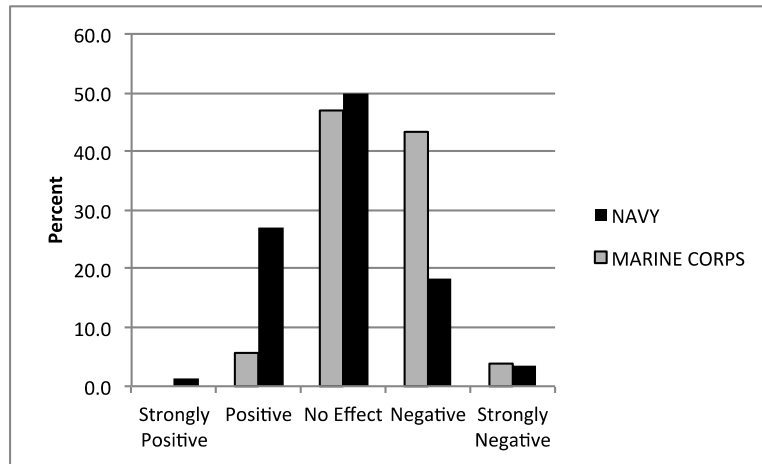


**48. How has the repeal of DADT affected reenlistment in the Navy? (Added 2012)**

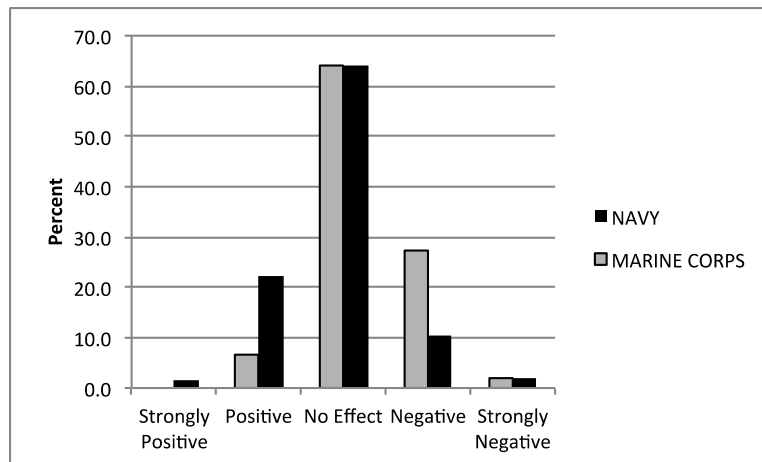




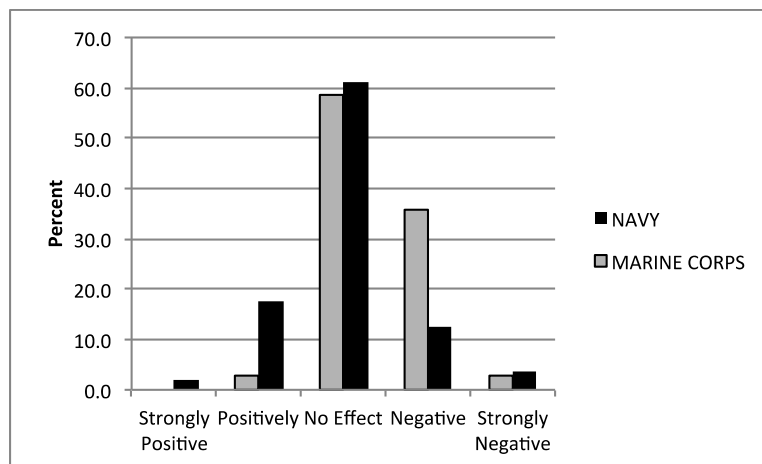
**49. How has the repeal of DADT affected morale in the Navy? (Added 2012)**



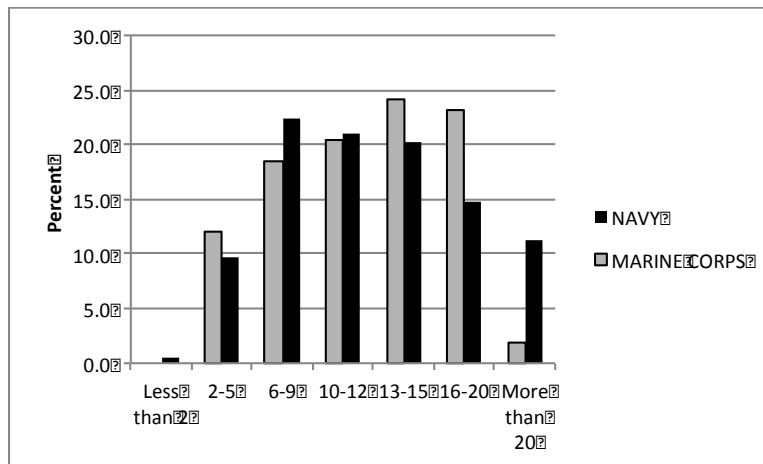
**50. How has the repeal of DADT affected retention in the Navy? (Added 2012)**



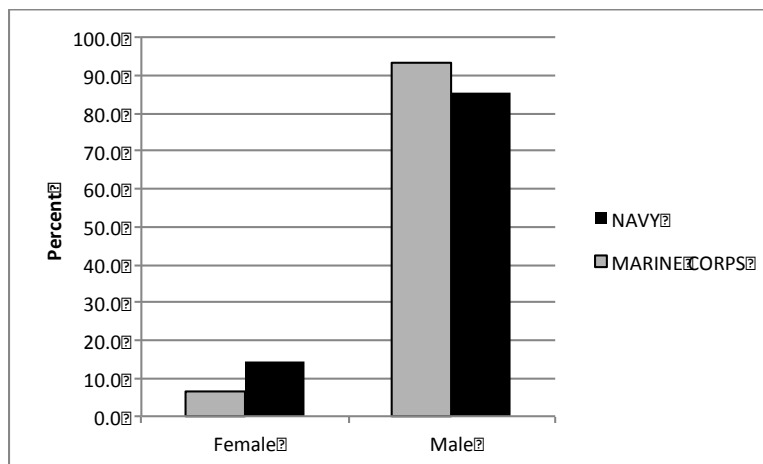
**51. How has the repeal of DADT affected unit cohesion in the Navy? (Added 2012)**



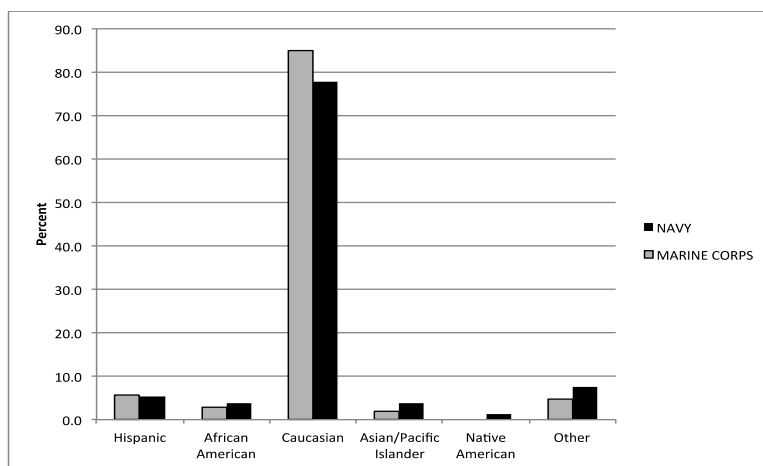
**52. How many years have you been in the military?**



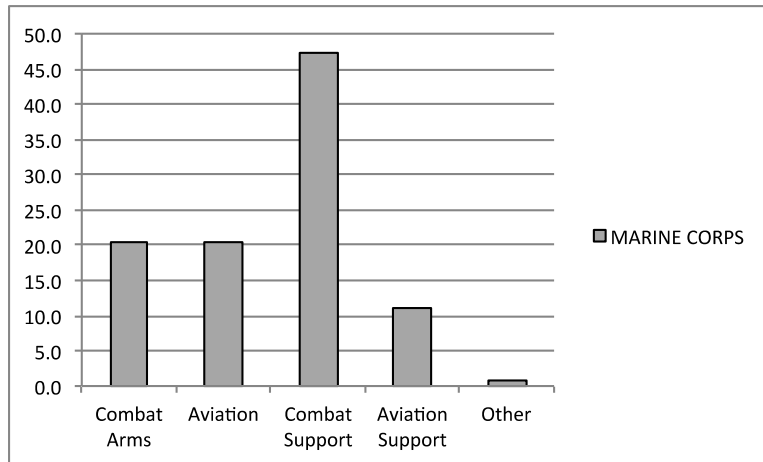
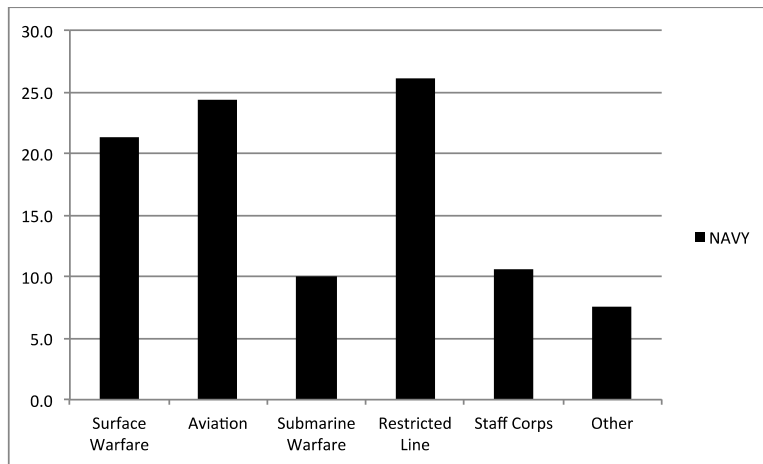
**53. I am (Gender):**



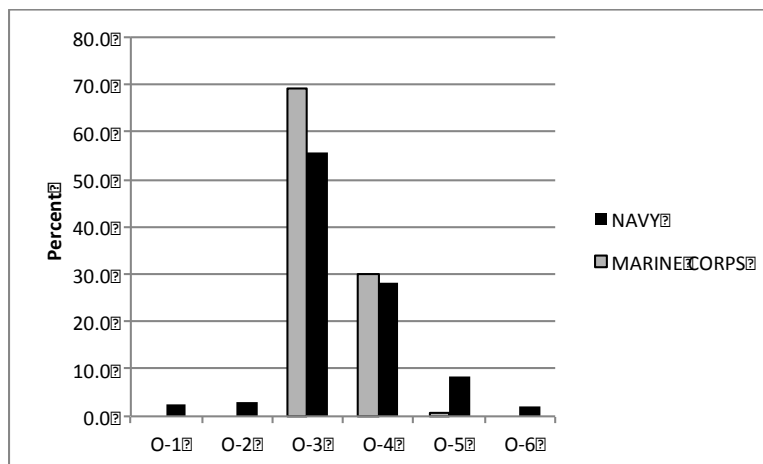
**54. My race/ethnicity is:**



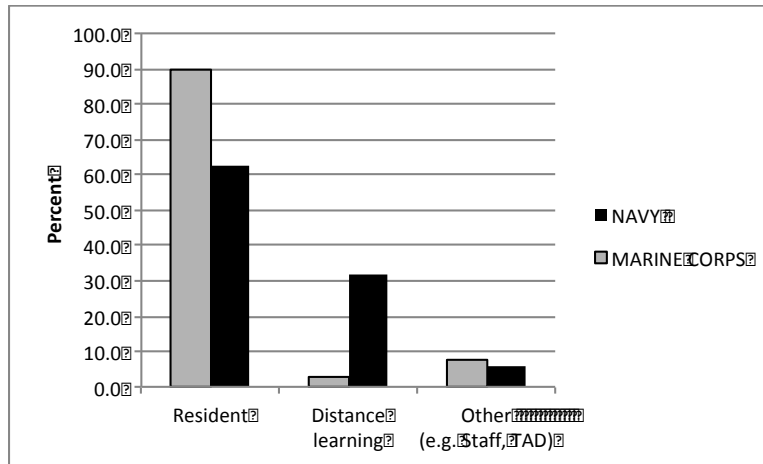
**55. My designator is:**



**56. My pay grade is:**



57. Are you enrolled in a resident program or distance learning at NPS?



## APPENDIX C. 2012 SURVEY

### US Navy Officer Attitudes on the Repeal of "Don't Ask, Don't Tell"

**\*1. Introduction.** You are invited to participate in a research study entitled: **US Navy Officer Attitudes on the Repeal of "Don't Ask, Don't Tell"**. The purpose of the research is to examine Navy officers' attitudes since the repeal of "Don't Ask Don't Tell" (DADT). Many of the questions have appeared on five previous surveys at NPS beginning in 1994. This is part of an important and unique study that has tracked attitudes over the entire history of DADT.

**Procedures.** This survey should take approximately 20-30 minutes to complete.

**Voluntary Nature of the Study.** Your participation in this study is strictly voluntary. If you choose to participate you can change your mind at any time and withdraw from the study. You will not be penalized in any way or lose any benefits to which you would otherwise be entitled if you choose not to participate in this study or to withdraw. The alternative to participating in the research is to not participate in the research.

**Potential Risks and Discomforts.** The potential risks of participating in this study are minimal. Survey Monkey has been used at NPS as a proven survey tool with no known breaches of confidentiality. The survey will be administered in accordance with all NPS rules and regulations.

**Anticipated Benefits.** The results should provide the Department of Defense and Navy with current information on the attitudes of Navy officers regarding the repeal of DADT. This survey replicates previous surveys at NPS administered in 1994, 1996, 1999, 2004, and 2010. You will not benefit directly from your participation in this research.

**Compensation for Participation.** No tangible compensation will be given.

**Confidentiality & Privacy Act.** Any information that is obtained during this study will be kept confidential to the full extent permitted by law. All efforts, within reason, will be made to keep your personal information in your research record confidential but total confidentiality cannot be guaranteed. The storage and access of all information received for this study will be maintained by the primary researchers. All data will be saved on the NPS secure server.

**Points of Contact.** If you have any questions or comments about the research, or you

## US Navy Officer Attitudes on the Repeal of "Don't Ask, Don't Tell"

experience an injury or have questions about any discomforts that you experience while taking part in this study please contact the Principal Investigator, Dr. Mark Eitelberg, 656-3160, [meitelberg@nps.edu](mailto:meitelberg@nps.edu). Questions about your rights as a research subject or any other concerns may be addressed to the Naval Postgraduate School IRB Chair, Dr. Lawrence Shattuck, (831)656-2473, [lgshattu@nps.edu](mailto:lgshattu@nps.edu).

**NOTICE:** Since this is part of a continuing study, this DADT survey must follow the same format used in previous versions. Consequently, "Undecided" is not an option for the majority of the questions. Please select the response that is closest to your views, to ensure the survey is filled out completely. Thanks in advance for your support.

**\*\*I have read the consent to participate form and understand the content of this survey**

☐ Yes

☐ No

## US Navy Officer Attitudes on the Repeal of "Don't Ask, Don't Tell"

**2. Full and open acceptance of homosexuals in the military sends the wrong message to the rest of society?**

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

**3. I would prefer not to have a homosexual in my command?**

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

**4. Homosexuals are born that way.**

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

**5. Homosexual orientation is learned through society interaction and can be changed by will.**

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

**6. The difference between sexual conduct and sexual orientation is clearly defined and I can distinguish between the two.**

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

## US Navy Officer Attitudes on the Repeal of "Don't Ask, Don't Tell"

**7. I would have no difficulty working for a homosexual Commanding Officer.**

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

**8. Lawful off-duty sexual activity would be of no concern to me.**

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

**9. Allowing homosexual personnel within the Navy can cause the downfall of good order and discipline.**

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

**10. Homosexuality is a medical/psychological anomaly that can be changed to heterosexual preference through treatment.**

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

**11. Gays and lesbians should be tolerated in our society.**

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree



## US Navy Officer Attitudes on the Repeal of "Don't Ask, Don't Tell"

**12. I can easily determine whether or not someone is homosexual by appearance and mannerisms.**

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

**13. Homosexuals can be trusted with secret military documents.**

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

**14. Gays and lesbians should be tolerated in our military.**

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

**15. The current policy protects the rights of all sailors, regardless of sexual orientation.**

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

**16. Gays and lesbians should be allowed to serve openly in the U.S. military.**

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

## US Navy Officer Attitudes on the Repeal of "Don't Ask, Don't Tell"

**17. Homosexuals are more likely to suffer emotional problems in a military setting.**

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

**18. The current policy is good for national defense.**

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

**19. People are either heterosexually or homosexually orientated.**

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

**20. I feel uncomfortable in the presence of homosexuals and have difficulty interacting normally with them.**

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

**21. A division officer's sexual preference has no effect on the officer's ability to lead.**

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

## US Navy Officer Attitudes on the Repeal of "Don't Ask, Don't Tell"

**22. Religious teachings provide the only real obstacle to total acceptance of gays in the Navy.**

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

**23. Civilian homosexuals are of no consequence to me.**

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

**24. I would not want a gay person as a neighbor.**

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

**25. Gay men would not be reliable in a combat situation.**

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

**26. Being gay or lesbian is likely a genetic or biological trait.**

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

## US Navy Officer Attitudes on the Repeal of "Don't Ask, Don't Tell"

**27. I would have no difficulty obeying an order from the Commanding Officer to work with a homosexual co-worker on a difficult or dangerous assignment.**

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

**28. Homosexuals and heterosexuals should have equal rights.**

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

**29. I would feel uncomfortable having to share my room with a homosexual service member.**

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

**30. Homosexuals could pose a health risk to the Navy.**

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

**31. Compared with my peers, I consider myself more tolerant on the issue of homosexuals in the military.**

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

## US Navy Officer Attitudes on the Repeal of "Don't Ask, Don't Tell"

**32. Allowing gays and lesbians to serve openly in the military increases the overall effectiveness of the armed forces.**

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

**33. On the whole, I like the current policy better than the old policy.**

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

**34. My attitude toward homosexuals has become more tolerant since the current policy was adopted.**

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

**35. The current policy has the effect of encouraging homosexuals to make unwanted sexual advances.**

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

**36. A homosexual's safety or life could be in danger due to beliefs held by other service members.**

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

## US Navy Officer Attitudes on the Repeal of "Don't Ask, Don't Tell"

**37. The presence of a homosexual in my unit would interfere with mission accomplishment.**

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

**38. Homosexuals should have the same rights to marry as do heterosexuals.**

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

**39. I have a friend or relative who is homosexual.**

- ☐ Yes
- ☐ No
- ☐ Unsure

**40. I personally know a homosexual service member.**

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

**41. The repeal of DADT was the correct course of action for the Department of Defense.**

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

## US Navy Officer Attitudes on the Repeal of "Don't Ask, Don't Tell"

**42. The training I received from the Navy prior to the repeal of DADT was effective.**

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

**43. The definition of marriage is the union of one man and one woman.**

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

**44. Same-sex spouses of homosexual service members should be entitled to the same benefits provided to the spouses of heterosexual service members.**

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

**45. The repeal of DADT makes it less likely that I will stay in the Navy past my current service obligation.**

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

**46. Since the repeal of DADT, I have witnessed service members being more open about their sexual preferences.**

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

## US Navy Officer Attitudes on the Repeal of "Don't Ask, Don't Tell"

### 47. The repeal of DADT has led to sexual misconduct in the Navy.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

### 48. How has the repeal of DADT effected reenlistment in the Navy?

- ☐ Strong positive effect
- ☐ Positive effect
- ☐ No effect
- ☐ Negative effect
- ☐ Strong negative effect

### 49. How has the repeal of DADT effected morale in the Navy?

- ☐ Strong positive effect
- ☐ Positive effect
- ☐ No effect
- ☐ Negative effect
- ☐ Strong negative effect

### 50. How has the repeal of DADT effected retention in the Navy?

- ☐ Strong positive effect
- ☐ Positive effect
- ☐ No effect
- ☐ Negative effect
- ☐ Strong negative effect

### 51. How has the repeal of DADT effected unit cohesion in the Navy?

- ☐ Strong positive effect
- ☐ Positive effect
- ☐ No effect
- ☐ Negative effect
- ☐ Strong negative effect



## US Navy Officer Attitudes on the Repeal of "Don't Ask, Don't Tell"

### 52. How many years have you been in the military?

- ☐ Less than 2
- ☐ 2-5
- ☐ 6-9
- ☐ 10-12
- ☐ 13-15
- ☐ 16-20
- ☐ More than 20

### 53. I am (Gender)

- ☐ Male
- ☐ Female

### 54. My race/ethnicity is:

- ☐ Hispanic
- ☐ African American
- ☐ Caucasian
- ☐ Asian/Pacific Islander
- ☐ Native American
- ☐ Other

### 55. My designator is:

- ☐ Surface Warfare
- ☐ Aviation
- ☐ Submarine Warfare
- ☐ Restricted Line
- ☐ Staff Corps
- ☐ Other

## US Navy Officer Attitudes on the Repeal of "Don't Ask, Don't Tell"

**56. My pay grade is:**

- ☐ O-1
- ☐ O-2
- ☐ O-3
- ☐ O-4
- ☐ O-5
- ☐ O-6

**57. Are you enrolled in a resident program or distance learning at NPS?**

- ☐ Resident
- ☐ Distance learning
- ☐ Other (e.g. Staff, TAD)

**58. Are you interested in participating in a confidential focus group related to the repeal of DADT and unit cohesion? The focus group will expand on specific comments provided by the survey respondents and address additional points of interest. It should be emphasized that the confidentiality of all participants and their responses will be strictly protected under NPS-IRB guidelines.**

**If you would like participate in a focus group, please contact LT Ryan Appleman at [rpapplem@nps.edu](mailto:rpapplem@nps.edu) or LTJG Pete McLaughlin at [psmciau1@nps.edu](mailto:psmciau1@nps.edu)**

- ☐ Yes, I will contact LT Appleman or LTJG McLaughlin.
- ☐ No thank you.

**59. Please feel free to share any comments below.**

## APPENDIX D. INITIAL DISTRIBUTION EMAIL

Subj: **U.S. Navy Officer Attitudes on the Repeal of “Don’t Ask, Don’t Tell”**

Shipmates:

LT Ryan Appleman and I are administering a survey that examines the attitudes of Navy officers on the repeal of “Don’t Ask, Don’t Tell” (DADT) as our thesis research in the Graduate School of Business and Public Policy. This study will provide The Department of Defense and the Department of the Navy with current information on the attitudes of navy officers toward on the repeal of DADT. Many of the questions have appeared on five previous surveys at NPS dating back to 1994. It is the latest part of a truly unique study that has tracked attitudes over the entire history of DADT, and now one year following its removal.

PLEASE HELP OUR EFFORTS BY TAKING 20–30 MINUTES OUT OF YOUR DAY TO COMPLETE THIS SURVEY.

Participation:

Your participation is completely voluntary and will assist us in identifying trends in Navy officer attitudes since the repeal of DADT. As indicated above, this is the sixth administration of a survey that was first administered at NPS in 1994, a few months after DADT was introduced. The very same survey was administered again in 1996, 1999, 2004, and 2010.

How to Participate:

Your response to the survey questions is entirely anonymous. Survey Monkey does not actively inspect or monitor customers’ individual survey questions or responses nor do they sell the data collected or the email collector lists for

marketing purposes. This survey should take roughly 20 minutes to complete and is available online through the “Survey Monkey” link below.

CLICK THE LINK BELOW to begin taking the survey.

<https://www.surveymonkey.com/s/RY3YPWC>

NOTICE: Since this is part of a continuing study, the DADT survey MUST follow the same format used in previous versions. Consequently, “Undecided” is not an option when agreeing or disagreeing with a survey item. PLEASE select the response CLOSEST to your views to ensure that the survey is filled out completely. Thanks again for your time and help!

If you have any questions or comments about the research, or you experience an injury or have questions about any discomforts that you experience while taking part in this study, please contact the Principal Investigator, Dr. Mark Eitelberg, xxx-xxxx, xxxxxxxxxx@nps.edu. Questions about your rights as a research subject or any other concerns may be addressed to the Naval Postgraduate School IRB Chair, Dr. Lawrence Shattuck, xxx-xxxx, xxxxxxxxxx@nps.edu.

\* If you have any problems with the link or general questions, please contact me at [xxxxxxxxxx@nps.edu](mailto:xxxxxxxxxx@nps.edu) or Ryan at [xxxxxxxxxx@nps.edu](mailto:xxxxxxxxxx@nps.edu)

## **APPENDIX E. REMINDER EMAIL**

**Subj: U.S. Navy Officer Attitudes on the Repeal of “Don’t Ask, Don’t Tell”**

Shipmates:

Thank you for your support thus far! We only have one week left for this survey and would like to continue increasing participation to achieve a more representative sample.

Please read this email in its entirety. It will likely address many questions you may have regarding our research.

LT Ryan Appleman and I are administering a survey that examines the attitudes of Navy officers on the repeal of “Don’t Ask, Don’t Tell” (DADT) as our thesis research in the Graduate School of Business and Public Policy. This study will provide The Department of Defense and the Department of the Navy with current information on the attitudes of navy officers toward on the repeal of DADT. Many of the questions have appeared on five previous surveys at NPS dating back to 1994. It is the latest part of a truly unique study that has tracked attitudes over the entire history of DADT, and now one year following its removal.

**PLEASE HELP OUR EFFORTS BY TAKING 20–30 MINUTES OUT OF YOUR DAY TO COMPLETE THIS SURVEY.**

Participation:

Your participation is completely voluntary and will assist us in identifying trends in Navy officer attitudes since the repeal of DADT. As indicated above, this is the sixth administration of a survey that was first administered at NPS in 1994, a few

months after DADT was introduced. The very same survey was administered again in 1996, 1999, 2004, and 2010.

#### How to Participate:

Your response to the survey questions is entirely anonymous. Survey Monkey does not actively inspect or monitor customers' individual survey questions or responses nor do they sell the data collected or the email collector lists for marketing purposes. This survey should take roughly 20 minutes to complete and is available online through the "Survey Monkey" link below.

CLICK THE LINK BELOW to begin taking the survey.

<https://www.surveymonkey.com/s/RY3YPWC>

**NOTICE: Since this is part of a continuing study, the DADT survey MUST follow the same format used in previous versions. Consequently, "Undecided" is not an option when agreeing or disagreeing with a survey item. PLEASE select the response CLOSEST to your views to ensure that the survey is filled out completely. Thanks again for your time and help!**

If you have any questions or comments about the research, or you experience an injury or have questions about any discomforts that you experience while taking part in this study, please contact the Principal Investigator, Dr. Mark Eitelberg, xxx-xxxx, [xxxxxxxxxx@nps.edu](mailto:xxxxxxxxxx@nps.edu). Questions about your rights as a research subject or any other concerns may be addressed to the Naval Postgraduate School IRB Chair, Dr. Lawrence Shattuck, xxx-xxxx, [xxxxxxxxxx@nps.edu](mailto:xxxxxxxxxx@nps.edu).

\* If you have any problems with the link or general questions, please contact me at [xxxxxxxxxx@nps.edu](mailto:xxxxxxxxxx@nps.edu) or Ryan at [xxxxxxxxxx@nps.edu](mailto:xxxxxxxxxx@nps.edu)

## **APPENDIX F. FOCUS GROUP PARTICIPATION SOLICITATION EMAIL**

Subj: **Focus Group participants needed for U.S. Navy Officers' Attitudes on the Repeal of "Don't Ask, Don't Tell"**

Shipmates:

LT Ryan Appleman and I have administered a survey that examined the attitudes of U.S. Navy officers on the repeal of "Don't Ask, Don't Tell" (DADT) as part of our thesis in the Graduate School of Business and Public Policy. Our survey is the latest chapter in a truly unique 19-year effort to examine and track the changes of U.S. Navy officers' attitudes on DADT throughout its entire history and now one year following its removal. This study will provide the Department of Defense and the Navy with current information on the attitudes of Navy officers toward the repeal of DADT.

Now, we need your help to solidify the survey results. You can assist our efforts by taking part in a brief but structured focus group that will further expand upon the survey questions you may have already answered. These focus groups will provide our research team the opportunity to probe more deeply into the topics that were covered in the structured survey.

Participation:

Your participation will assist us in identifying trends in U.S. Navy officers' attitudes since the repeal of DADT and is strictly voluntary.

### **How to Participate:**

Please contact LT Ryan Appleman at [xxxxxxxxxx@nps.edu](mailto:xxxxxxxxxx@nps.edu) or LTJG Pete McLaughlin at [xxxxxxxxxx@nps.edu](mailto:xxxxxxxxxx@nps.edu) to schedule (1) fifty minute session that will

allow you to discuss your attitudes towards the repeal of DADT. These focus groups will be scheduled around the lunch hour (1200 – 1250) to allow for a more relaxed atmosphere that is also conducive to each individual's busy schedule that we know you have. Additionally, we plan to schedule the focus groups for the week of 26–30 November. When you send your email reply, please specify which day of the week works best for you.

Thanks again for your time and help!

If you have any questions or comments about the focus group, or you experience an injury or have questions about any discomforts that you experience while taking part in this focus group, please contact the Principal Investigator, Dr. Mark Eitelberg, xxxxxxxxxx, xxxxxxxxxx@nps.edu. Questions about your rights as a research subject or any other concerns may be addressed to the Naval Postgraduate School IRB Chair, Dr. Lawrence Shattuck, xxx-xxxx, xxxxxxxxxx@nps.edu.



## **APPENDIX G. CONSENT TO PARTICIPATE IN RESEARCH**

**Introduction.** You are invited to participate in a focus group that looks at: U.S. Navy Officers' Attitudes on the Repeal of "Don't Ask, Don't Tell." The purpose of the research is to examine Navy officers' attitudes on the repeal of "Don't Ask Don't Tell" (DADT) and to track changes in these attitudes over time.

**Procedures.** Participation will include (1) fifty-minute focus group. Participant responses will be recorded to ensure accurate statements.

**Location.** The focus group will take place onboard Naval Support Activity, Monterey and inside Ingersol Hall.

**Cost.** There is no cost to participate in this research study.

**Voluntary Nature of the Study.** Your participation in this focus group is strictly voluntary. If you choose to participate, you can change your mind at any time and withdraw from the group. You will not be penalized in any way or lose any benefits to which you would otherwise be entitled if you choose not to participate in this focus group or to withdraw. The alternative to participating in the research is to not participate in the research.

**Potential Risks and Discomforts.** The potential risks of participating in this focus group are minimal to moderate. We ask that you be respectful to all other participants in the group. We ask that you be especially respectful of each individual's privacy and confidentiality by ensuring that you don't disclose any information, comments, or opinions of fellow group members to anyone outside of the group.

**Anticipated Benefits.** The results should provide the Department of Defense and Navy leadership with current information on the attitudes of Navy officers regarding the repeal of DADT. This focus group should provide a deeper probe behind specific attitudes that Navy officers have towards the repeal. You will not benefit directly from your participation in this research.

**Compensation for Participation.** No tangible compensation will be given.

**Confidentiality & Privacy Act.** Any information that is obtained during this study will be kept confidential to the full extent permitted by law. All efforts, within reason, will be made to keep your personal information in our research record confidential but total confidentiality cannot be guaranteed. The primary researchers will maintain the storage and access of all information received for this study.

**Points of Contact.** If you have any questions or comments about the research, or you experience an injury or have questions about any discomforts that you experience while taking part in this study, please contact the Principal Investigator, Dr. Mark Eitelberg, xxx-xxxx, xxxxxxxxxx@nps.edu. Questions about your rights as a research subject or any other concerns may be addressed to the Naval Postgraduate School IRB Chair, Dr. Lawrence Shattuck, xxx-xxxx, xxxxxxxxxx@nps.edu.

**Statement of Consent.** I have read the information provided above. I have been given the opportunity to ask questions and all the questions have been answered to my satisfaction. I have been provided a copy of this form for my records and I agree to participate in this study. I understand that by agreeing to participate in this research and signing this form, I do not waive any of my legal rights.

*Participant Name:*

*Signature:*

## **APPENDIX H. FOCUS GROUP OUTLINE**

### **Focus Group**

#### **Navy Officer Questions for discussion:**

##### **We will start off with:**

- 1) Welcome
- 2) Intro to include an objective history overview
- 3) Purpose of this focus group
- 4) Ground Rules

\*All these questions have the ability to be linked to readiness. We plan to inquire about whether or not readiness has been affected throughout the various questions/discussions as the opportunity presents itself.

##### **Baseline Question – In general, how did you feel about the repeal of DADT?**

Notes: - This policy was in existence for 17 years total. Was that too long or short? Should an executive order just been signed by Clinton in 1993 as he campaigned for? Would have that been too soon?

##### **1) Some say that the Navy as a whole has become more accepting of LGB's. Do you agree with this and if so why do you think that is? Do you disagree and if so why?**

- Is acceptance community dependent (surface vs supply)?
- Do you think the change has to do with Navy leadership; awareness; culture of acceptance nationwide?

##### **2) Since the repeal of DADT, have you noticed sailors being more open about their sexual preferences in general? If so why do you think that is? Would you expect more people to be open since it is no longer a violation of the UCMJ? What about civilians who work in your commands?**

- Do you think this is a command climate driven result?

- Caveat - Some in past surveys said that as soon as it was repealed, all LGB would be open actively promote/endorse their lifestyle.

*Check question 46*

**3) Some say that the process of repealing DADT and its current aftermath is similar to when the military allowed women to serve in the military in expanded occupations. What are your thoughts on this? Similar or different?**

- **(Female members)** Did any of you experience this gender segregation? Comments?
- Were any of you old enough to have experienced this?

**4) Would you have, or have you had any issues serving under/with a known or suspected LGB sailor?**

*Check questions 3, 7 & 21*

**5) What do you think about segregated habitability (barracks, restrooms, deployments, etc) for homosexuals within the military?**

*Check question 24*

**6) What are your thoughts on fraternization since the repeal? Have you seen an Increase/Decrease/No change?**

- Do you feel the openly LGB marines get the benefit of the doubt in cases of fraternization or unauthorized relationships due to “politics”? Double Standards?

**7) What do you know about the Defense of Marriage Act?**

- Should married LGB service members be given the same benefits as heterosexual service members?
- Marriage vs. Civil Unions

*Check questions 38 and 44*


**8) Do you think the Navy needs to re-educate sailors about any aspect of the current policy with regards to homosexuals serving in the military?**

- Did the Navy do a good job training you prior to the actual repeal??

*Check question 42*

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## APPENDIX I. OPEN-ENDED RESPONSES

US Navy Officer Attitudes on the Repeal of "Don't  SurveyMonkey  
Ask, Don't Tell"

Please feel free to share any comments below.

		Response Count
		97
answered question		97
skipped question		264





Page 2, Q1. Please feel free to share any comments below.

1	The above answers should in no way be interpreted to mean that I have a hatred or "phobia" of homosexuals. I have worked with homosexuals in the past both in and out of the military. My main concern with allowing homosexuals to serve openly is the break-down of good order and discipline, especially in combat units. I am also afraid that it will become increasingly difficult for COs to carry out NJP or administrative separation of homosexuals guilty of sexual misconduct for fear of claims that the action was carried out solely due to the fact that the member was homosexual.	Nov 20, 2012 1:22 PM
2	These are very complex questions, with philosophical, political, religious, and personal dynamics. Almost all of my answers have a myriad of caveats that cannot be identified in the questions as asked. For example, my objections to homosexuals in the military is more associated with doubt as to it's relevance to mission accomplishment. For example, heterosexual orientation has never been a criteria for enlistment or commission. So, prior to the issue of homosexuality and DADT repeal today, a Sailor was not asked if he/she was a virgin or was sexually active. The question was irrelevant. So the issue of homosexuality is irrelevant to military service. To repeal the DADT policy only opens the door for individuals to publically advertise the fact that they have particular sexual interests. But why on earth is that relevant in any way to national security matters? And while I have religious objections to homosexuality, it cannot be assumed that I therefore am purely opposed for "personal private" reasons, and thus my attitude may be dismissed out of hand.	Nov 19, 2012 12:09 PM
3	I feel a few questions led to interpretation of the answer, such as 23. There are also questions that would have benefited with an explanation for an answer(possibly held for the focus group?)	Nov 19, 2012 6:52 AM
4	My position on this issue has evolved, especially after seeing the issues DADT caused as an XO. Your question regarding whether gays can be trusted with classified information was unfortunate. How could anyone logically conclude "no"? Seems those who would answer yes are predisposed to discrimination. The recent Petraus incident didn't involve gay people - but a lot of classified material was found at the woman's house. Hope that they give gay people equal benefits and just move on with defending the country.	Nov 15, 2012 6:44 PM
5	Generally, I would say that on our (submarine force) list of sh't to worry about, someone's sexual preference is so far down it doesn't even register. There have always been homosexuals on our ships, and we've always known it. Repealing "DADT" doesn't really change anything for most of us. The real battle that needs to be fought is for same-sex "spouse" benefits - I don't care what you call it or how "marriage" is defined, anybody who is committed to lifelong support of a service member deserves the same services and benefits my wife gets for supporting me. It's a small payment for what they have to endure.	Nov 15, 2012 6:05 PM
6	Questions are too pinpoint. for example I believe that most homosexuality could probably be attributed to a genetic defect (one that does not result in more successful longevity of the species), but that there are cases where it is a learned trait. Additionally, the marriage question would fail to identify that there are some, like myself who feel that marriage is a religious institution that should be defined by each persons respective faith and that the government should allow religion to take back teh institution and define a tax/legal status in teh eyes of government organizations: marriage existed well before our laws and we	Nov 15, 2012 5:41 PM

**Page 2, Q1. Please feel free to share any comments below.**

	should not allow the issue to stay murky by having two separate definitions of the same word (legal and religious)	
7	I have no problem working with homosexuals, but living together onboard a ship would take a little adjustment.	Nov 15, 2012 12:19 PM
8	Gays serving openly in the military is a good guide for society to follow.	Nov 15, 2012 11:48 AM
9	48-51 should be "affected" not "effected."	Nov 14, 2012 8:54 PM
10	This whole situation is just sad...	Nov 14, 2012 5:18 PM
11	Great project.	Nov 14, 2012 4:20 PM
12	The repeal of DADT forced unneeded training at too many levels. I don't care who is gay or not gay at all. It does not matter.	Nov 14, 2012 1:16 PM
13	The repeal of DADT was the wrong course of action and should not have been forced on those who have no ability to walk away from the military due to contractual obligations. The effect of these drastic policy changes will continue to be felt as current obligations are served and expire.	Nov 14, 2012 11:34 AM
14	I think sexuality is best kept to one's self. I don't like to have someone else's sex life flaunted at me. Nor do I like to see the uniform in parades that have nothing to do with the military.	Nov 14, 2012 9:19 AM
15	Gays and lesbians don't belong in the military at all	Nov 14, 2012 2:58 AM
16	#5 is asking two different questions.	Nov 13, 2012 8:06 PM
17	Many of these questions I feel have should have a "not sure" option. The reason is I personally don't know for example I don't know a thing about genetics so I am throwing a guess which isn't even an opinion. So I don't know what good that data would be for your survey.	Nov 13, 2012 5:25 PM
18	Questions 48-51 used the wrong spelling of affect in the question. Affect is a verb, effect is a noun. Question has a verb in it, answer has a noun.	Nov 13, 2012 5:20 PM
19	Homosexuals still actually have a lot further to go in terms of getting the same rights and accommodations that heterosexuals do in the military (policy is the easy part). Homosexuality in the military will become a larger issue when all are forced more and more to live, eat, work, and sleep in constant close proximity (and still keep up the current fraternization policies). Men and Women are currently separated in their sleeping, toilet use and showering accommodations for a good reason, and that would/should need to be extended to included homosexuals fully too. The practical problem has little to do with the TYPE of attraction--it simply creates even more complexity that would eventually need to be dealt with through increased accommodations and policies. Lets face it; fraternization and improper relationships are already something we struggle with. Why add another resource expense variable for very little gain?	Nov 13, 2012 5:07 PM
20	Does not approach items like bootcamp barracks. When separate no effect but when forced to share heads etc. where reasonable privacy cannot be expected it raises the same issue as unisex berthings. Nobody has addressed that issue in	Nov 13, 2012 4:34 PM



Page 2, Q1. Please feel free to share any comments below.

	depth with any real answer, and after the leght of DADT, all of the grandfathered Homosexuals had moved on and new entries joined with full understanding of the rules so it was not an issue. Homosexuals were allowed into the Navy under the old standard, and they were afforded the same rights as any other sailor--the UCMJ, which all sailors regardless of sexual orientation had to abide by.	
21	23. Civilian homosexuals are of no consequence to me. <----- This is a confusing question; recommend rewording or removing it. Other than that, nice survey.	Nov 13, 2012 3:40 PM
22	I think that allowing gays and lesbians to serve openly in the military is one of the worst things we've EVER done.	Nov 13, 2012 2:47 PM
23	Homosexuals have always been in the military and most of us did not care. DADT should have been amended to permit Homosexuals to serve and not be outed by other service members, but at the same time keeping ones orientation to themselves at work. The paperwork and survivor benefits are easy, allow service member to designate anyone to include friend, significant others or long term partners vice only family and spouse. The repeal of DADT was a political choice to buy votes and should have been handled differently.	Nov 13, 2012 2:07 PM
24	I would have liked a "Neither agree or disagree" option on many of the questions, specifically questions 21. Question 22: Religious teachings provide the only real obstacle to total acceptance of gays in the Navy. - I don't think this is the only real obstacle. I think the major obstacle is acceptable in general, regardless of whether or not it is religion based. Questions 45-51: The repeal of DADT has not affected me in any way, nor have I seen anyone around me be affected. I'm sure other people have had different experiences, but from my perspective this has been the case.	Nov 13, 2012 1:25 PM
25	The focus/goal of any personnel policy should be the safety and professionalism required to accomplish the mission. Sexual orientation should not be a factor considered, perhaps intolerance should be considered a bigger risk to morale, unit cohesion, and mission accomplishment?	Nov 13, 2012 1:17 PM
26	I feel that the repeal of DADT was the right move. During training I was surprised to learn that the DOMA prevents the same rights to be extended to married homosexual couples as are extended to heterosexual couples. If the military does not recognize the legal status of married couples the repeal of DADT is only a token advancement. The DoD decision to allow homosexuals to march in the San Diego Gay Pride Parade was a poor choice. The transition to an open force will not be sped along by forcing LGBT issues into the limelight. Many people already knew they were serving with homosexuals, they don't need to go to parades to prove it. I have a different issue with transgendered individuals, which may be an area of further research.	Nov 13, 2012 12:21 PM
27	Many of these questions are ambiguous. For instance, supporting equal rights (28 vs 38) could mean equal pay for equal work, or right to health care and life insurance. However, even though I am for freedom of persecution for men, women, brothers and sisters, I am not for brothers and sisters gaining the right to marry. Likewise, homosexuals should not gain the rights denied between brothers and sisters. All pertinent rights are all ready covered.	Nov 13, 2012 12:15 PM

Page 2, Q1. Please feel free to share any comments below.

28	Question were in my opinion yes or not... no middle ground. so my stand my not be clear I believe this is another label that creates issues between service members. Sexual orientation or conduct labels had nothing to do with military service or how we conduct war. a person confidence or competence has nothing to do with this label so I see this issue as a social issue that has infiltrated our military. we are having issues with it because political reasons that have no place on the military. as military members we are above things like this, our place is making the right decisions to protect our country thus wisely utilizing the resources our nation has given us to include our service members. so we should take care of them regardless labels placed on them by society, we are service members first and last.	Nov 13, 2012 12:08 PM
29	It's 2012. Let's be done hating each other for what I consider to be a minor difference and work together to keep our nation safe. Having a homosexual member in your command is a lot like having a heterosexual, an asian, a woman or anyone else in your command... he or she is a patriotic American who just wants to get the job done. Now the only difference is that this person can live his or her life openly.	Nov 13, 2012 11:49 AM
30	1. Concerns about increases in sexual misconduct from the repeal of DADT are ridiculous. A cursory look at the Navy Times shows the Navy already has sexual misconduct problems, mostly of the heterosexual variety. 2. I thought the DADT training was pretty good, but it certainly didn't change anyone's mind. I saw an O5 tell the instructor, "Well, it's against the Bible, so I'll never accept it." Way to lead, commander! I'm sure we'll be seeing your picture in the Navy Times soon. 3. Regarding the benefits, I think anyone who has a marriage (or civil union) license should get the dependent benefits. We've never made any distinctions among marriage licenses in the past. If you've got a license you get the benefits. 4. I've worked with a gay Sailor before and never had any problems with it. If fact, he was a go-to guy that you knew would get stuff done. People who are willing to serve and die for their country shouldn't have to hide who they are.	Nov 13, 2012 11:47 AM
31	1) A "Neither agree nor disagree" option should have been included. 2) Regarding question 15. The current policy protects the rights of all sailors, regardless of sexual orientation. -- only when it is interpreted and enforced as it is written.	Nov 13, 2012 11:41 AM
32	I intentionally left many of your questions blank because I neither agreed nor disagreed, and that option was not provided. Additionally, I believe that marriage (in the sense that it is a religious covenant derived from religious law) is between a man and a woman. However, I believe that Civil Unions should be afforded to all so that every American is allowed the same tax, insurance, beneficiary, medical, etc. privileges as those who are heterosexual. I personally feel it's important to preserve cultural identities for both traditional heterosexuals and homosexuals... and both can be preserved by keeping marriage as a religious ceremony, and civil union as a coupling of two people for benefits that have nothing to do with religion.	Nov 13, 2012 11:40 AM
33	My problem with the repeal of DADT is gay partners are not allowed the same rights as a married couple. DOMA is a horrible law that needs to be changed. Personally, I believe a marriage is between a man and woman, but same sex couples can have civil unions that give the same benefits as marriage.	Nov 11, 2012 10:48 PM



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34	The only reason marriage is an issue is because it is defined by biblical references which were adopted by our founding fathers. Marriage is b/n a man and woman as defined. Gays can have a union with whoever they want but when you call it marriage you infringe on religion.	Nov 10, 2012 5:32 PM
35	A few of my responses are likely an interesting dichotomy to the researchers. There are a few reasons why: -this survey is Navy-centric in some questions, while others are DoD-wide. While the responses could include both Navy and other service members at NPS, the survey should be DoD-wide specific vice Navy-centric. - following the first thought above, I don't think the Navy will have as many issues as the Army of the USMC. Couple of reasons: 1. USMC recruits from primarily hispanic cohorts on the coasts (Catholic affiliation) and other members from the southeast (Bible belt). Both these areas and faith groups are intensely anti-gay and the USMC, despite leadership rhetoric, will have issues over the next few years toward inclusion. 2. The Army recruits primarily in the southeast (Bible-belt) and the African-American community. Again, these are also large, anti-gay cohorts. 3. The Navy and USAF are very technological-centric services. This lends to a more diverse (both geographically and thought-based) and educated workforce that is more accepting the DADT mores. - While I think the policy is sound, I think DoD rushed toward implementation, and failed to educate and put in place aggressive anti-gay and anti-sexual assault policies and training. As a former commanding officer, the greatest blue-on-blue threat I regularly dealt with was alcohol-fueled sexual assault. While the Navy has made solid and aggressive inroads to stemming male on female sexual assaults (i.e. SAPR training), the same has not been accomplished for male/male or female/female SAPR training (that should be rolled into the same SAPR approach). Couple lack of training with alcohol-fueled behavior and a strong, youth-energy machismo attitude that the military imbues and cultivates, this is a recipe for increased male/male and female/female sexual assaults.	Nov 10, 2012 11:47 AM
36	I believe the main issue at hand is not the repeal of DADT or gays in the military, or what people believe about homosexuality personally. The problem with the repeal of DADT is that we are conducting a social experiment in combat units. DOMA clearly prevents us from recognizing gay marriage so we are forced to treat gay Sailors with families differently. We are forced to violate the basic tenet of treating people equally under the law by offering benefits to those who meet the traditional definition of marriage (which is biblical based) and no benefits to those who do not meet the traditional definition. On the other hand we still prosecute married people for adultery (biblical based) while at the same time ignoring article 125 (sodomy). So two things should have happened first. Our civilian leadership should have repealed DOMA and the UCMJ should have been modified to reflect the more secular nature of our military. The bottom line in our policies should be "does it increase or decrease combat effectiveness." And what we have done, and just as importantly not done does not make us more combat effective.	Nov 8, 2012 10:22 PM
37	Question 6 is a logically invalid question by endeavoring to assert a difference between sexual conduct and sexual orientation (logical fallacy of begging the question). The repeal of DADT and the open acceptance of homosexuality goes well beyond tolerance. It was a failure of leadership that demonstrated lack of honor, courage and commitment. The state of the Navy as exhibited by the many commanding officers being relieved of their commands is proof of the veracity of	Nov 8, 2012 6:22 PM

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	my statement, there is a failure of leadership on many levels.	
38	Interesting survey. - For those of us who are not currently at a command that handles retention, re-enlistment, etc an "Unknown" option would be helpful. I answered based upon sailors I keep in contact with from past commands. - The questions about "tolerance" are loaded. Should gay people be tolerated as people? Certainly. Should their lifestyle and demands for special rights be tolerated? Absolutely not! - My biggest problem with the repeal of DADT is that gays are now a protected group. We recently had our first openly gay student come through my squadron. He was not the best student, he probably should not have finished the program. But because he was openly gay, the command explicitly said he was to be treated with kid gloves. The first several times a gay service member is up for disciplinary action or separation, their gay status will come up and they will claim that their discipline or separation is due to their orientation. And the media, ACLU, and the left are going to eat it up and cause a huge issue out of nothing more than a sub-standard service member being removed from the system. And then COs will be very afraid to discipline gays and we can all kiss good order and discipline good bye. And for those who say it can't happen, look at any past racial issues.	Nov 8, 2012 2:36 PM
39	I personally have no problem working with or for a homosexual service member. Where I foresee an issue as a result of the DADT repeal is having to reprimand subordinates' behavior in the event that there is a homosexual superior officer at my command. I see it as a possible distraction. One that can certainly be overcome, but could prove difficult.	Nov 8, 2012 1:27 PM
40	Some of the survey questions should have "don't know" choices, simply because the person taking the survey would have no way of actually knowing the answer and could only offer a guess or opinion. In general, sexuality of any kind does not belong in the workplace. Sexual preference is personal, not work related, and should stay out of the workplace. It is irrelevant whether someone is homosexual or not, there should be no public display of affection either way. Our policies on sexual harassment make no distinction on what the sexual preference of the accused is. Marriage is between man and woman, no exception. Civil Union is a compromise that allows many of the same benefits of marriage while not perverting what marriage is. While medical care, insurance, BAH, etc. should be given to same sex spouses (through civil union), other benefits should be retained for married couples only (such as eligibility for military housing) in order to maintain the values of a traditional family. Inconvenient fact for most people: gays have been in the military since the beginning. It is best to have a policy that allows people to be honest about their sexuality (albeit discreet in the workplace) and focus on the mission, not someone's personal business.	Nov 8, 2012 11:53 AM
41	Personally, I think that my generation (those in our late 20's/ early 30's doesn't have as much of a problem with another service member's sexual orientation. One caveat I would point out to tolerance is whether or not the work place is skewed towards one sexual preference or another (i.e. hetero or homosexual). If someone has to deal with overt sexual material (conversation, innuendo, pictures, etc) then the likelihood for them to feel comfortable in their workplace is lessened. Based on current DON policy, this shouldn't be a problem, but as some may have encountered out in the fleet, this policy isn't always adhered to. I don't think this is problematic or systemic in nature; I just wanted to point out	Nov 8, 2012 11:31 AM



that this works both ways, regardless of someone's lifestyle (sexual, religious, or otherwise). For me, the repeal of DADT was just another item of note that happened while I served in my Navy career. If someone stands up and takes the oath to serve, they should absolutely get the same rights as every other service member. Out in society, I feel the same way. We serve to protect the rights of our countrymen and women, and their sexual orientation should be one of those rights. My religious background precludes me from agreeing that same sex relationships and marriage are Godly, but as an American and a Sailor, I would be a hypocrite if I let personal bias prevent me from doing my job. I'm certain it happens all the time, to all of us, in countless subtle ways. However, we can't let our personal views conflict with our organizational goals and edicts. If anything, personal choices and beliefs should bolster our ability to serve well and faithfully, without bludgeoning our brothers and sisters in arms over the head with it. I personally don't care one way or the other what another person's orientation is, so long as they show up and pull their weight every day. And I think that most of my peers would agree.

42	For me, the issue is not about homosexuals serving openly -- my concern is the focus on individualism in the military that detracts from the mission. The DoD and civilian leadership have embarked on numerous initiatives (not just DADT) to make everyone feel "special" and enhance ethnic diversity. My Sailors know when African-American History Month and Asia-Pacific Islander Month is, but they can't tell you the when the Battle of Midway occurred. We have focused on individualism and diversity to the point where our core values as a fighting force have deteriorated. Everyone is special. Don't be mean. Complain and make excuses if leadership doesn't agree with your personal program. The Navy is already "committed to excellence and the fair treatment of all" -- I'm not sure why that policy isn't sufficient anymore and attempts to water down unit cohesion and mission adherence have led to a kinder, gentler, less effective military.	Nov 8, 2012 10:28 AM
43	Question #6 is unclear to me.	Nov 8, 2012 10:15 AM
44	This survey was flawed based on the non-existence of answers that include "I Don't Know" or "I Don't Care". Also, some of the questions themselves make fact based assumptions to the answers. For example, question 38 regarding marriage is a right, this question makes the assumption that any marriage is a right regardless of sexual orientation.	Nov 8, 2012 8:53 AM
45	Nothing more to add.	Nov 8, 2012 5:42 AM
46	I could not answer the following Questions: 4, 5, 10, 19, 26 as I do not know if being a homosexual is something that is predetermined or permanent.	Nov 7, 2012 10:15 PM
47	Some of the above should be answered either with unknown or no opinion. Personally I do not care if a service member is homosexual or not as long as they do their job and adhere to the same rules and regulations that apply to heterosexual service members in regards to personal conduct. As to the spouse opinion, I don't believe in gay marriage, but that is a personal opinion, I believe that anyone in the military should be free to designate anyone as their "spouse" able to accept benefits. Government should not be involved in defining marriage in any situation.	Nov 7, 2012 9:14 PM
48	I feel that sexual orientation, hetero or homosexual, has no place in the military.	Nov 7, 2012 7:52 PM

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	We are soldiers, sailors, airmen, and marines and nothing else. I don't think we should celebrate homosexuals in the military, it is what it is. Further, I don't think that the Federal government has any business whatsoever in telling an adult what kind of relationship they can have with another consenting adult. If anything is should be reserved for the states, but I personally feel that government, in general, has no place in marriage: leave it to churches and leave it alone.	
49	It seems that America emphasizes the separation of church and state in every facet of life except for gay marriage. Ask any opponent of same-sex marriage to coherent defend their stance without using the words Jesus, God, Bible or the phrase "Adam and Eve, not Adam and Steve" and you will soon find that their is no opposition. I think same-sex marriage is the biggest civil rights issue of my generation and I will be pleased to see it finally be fully accepted in this great nation of ours.	Nov 7, 2012 4:52 PM
50	I feel that the questions should have allowed for a neutral response, you made me choose either agree or disagree when would have preferred to make choice of "neither agree or disagree". I also feel that the issues of male and female in close environments are already account for a large amount of the NJPs and court martials and the repeal of DADT will no longer kick people out based on their sexual orientation being "outed" will increase NJPs and court martials for items like fraternization and sex on the boat. My overall point is, boys and girls will be boys and girls regarding the birds and the bees. But now you have to worry about boys and boys being boys and boys and girls and girls being girls and girls. I also would note that any fraternization degrades unit cohesion.	Nov 7, 2012 3:17 PM
51	The repeal of DADT was meaningless, but necessary. On my boat, the individuals we knew were gay prior to the repeal were still gay afterwards. It was silly to silence them in such a manner. I was glad to see it go, and my life changed not one whit afterwards. The ability of a man (or woman) to lead has nothing to do with their sexual activity. I will caveat that with the statement that, in my experience, gay male individuals "can" tend towards an effeminate nature, which is contrary to the required masculinity of war-fighting operations. These individuals are not cut out for the military, and are detrimental to good order and discipline.	Nov 7, 2012 1:40 PM
52	Homosexuality is the easy way out. It is easier to understand someone who is like you, who has similar emotions and biological functions. It is for people who don't have the courage to face the unknowns about the opposite sex. It is the pinnacle of giving in to your desires and losing self control. If you study history, homosexuality was rampant in the Roman Empire right before it collapsed. Homosexuality will probably lead to the downfall of our American society if we let it. I am ok with homosexuals being homosexuals as long as stay to themselves. But, they can't keep to themselves. Now they are trying to force our children to learn about it in school. They are trying to convince my children that it is OK to be a homosexual. But God abhors homosexuality and so do I. I don't think a person who can't control something as foundational as their sexual desires is a person who can be trusted with national security.	Nov 7, 2012 12:12 PM
53	There a a few questions that are worded improperly or have answer banks that should be different. For example: Q 39 has yes, no, and unsure for answers, while Q 40 is SA, A, D, SD but should be Y, N, U.	Nov 7, 2012 11:53 AM



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54	All of my "agree" and "disagree" answers are really neutral. It would be helpful to define potentially ambiguous concepts such as "equal rights" and "current policy."	Nov 7, 2012 11:49 AM
55	Who wrote these questions? Your bias is clear in just the questions and potential answers.	Nov 7, 2012 11:28 AM
56	Regarding reenlistment/morale, as a student at NPS I don't have much contact with enlisted at this time, so "Don't know," would have been my choice if available. Also some of the questions seemed to refer to whether DADT is better or worse than the policy pre-Clinton, and I answered them as such. You may want to clarify which policy you are referring to instead of "current policy," and "old policy."	Nov 7, 2012 10:54 AM
57	I have no problem with the repeal of DADT, it's this celebration of it. I understand ethnic celebrations, black, native american, etc, but someone's sexual orientation? Seriously? I don't discuss my sexual relations in a professional setting, why don't I get a parade and cake? Do you realize, empirically, what you're even celebrating--sex? Repeal the act, let it go, I'm tired of hearing about it, I just want to go back to work. I do not support gay marriages in the military because it is not a federal regulation, only by state.	Nov 7, 2012 10:50 AM
58	Your questions are biased.	Nov 7, 2012 10:42 AM
59	The repeal of DADT was a good first step. Next is a repeal of DOMA to ensure true equality.	Nov 7, 2012 9:01 AM
60	Although it was stated at the beginning that there was no choice as undecided/unknown, it was clear that it was necessary on questions. For example has the repeal affected recruitment or unit morale, I did not have an answer since I am not exposed to that information, but I had to choose one thereby providing false information.	Nov 7, 2012 8:39 AM
61	The survey forces an opinion on certain questions about which I have no opinion (which you noted in your email). Terms like "tolerance" and "rights" are very shady. To many people in this country, tolerance implies both acceptance and approval. For this survey, I have taken the word to mean acceptance. Should gay people have rights? Absolutely. But is marriage a right? These are just a couple of ambiguities in the questions.	Nov 7, 2012 8:27 AM
62	Some of these questions are redundant and some are just silly. All people are created equal and deserve equal rights and our job is to protect the rights of all Americans.	Nov 7, 2012 8:19 AM
63	It is my opinion that DADT was a ridiculous piece of legislation that interfered with individual civil rights. Thankfully, over time, people are more educated on what homosexuality is and have made the right move in repealing DADT. It's a shame we didn't do it sooner, using the models of the British and Australian military. When they repealed their DADT policies, there was very little interruption to their structures. As is the case for the US. What should be the focus from this point on, is ensuring commands are indiscriminately handling ALL cases of sexual misconduct correctly. Regardless of the genders of the people involved, the rules are very clear on how to handle conduct. Being	Nov 7, 2012 8:19 AM

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	heterosexual or homosexual should have no bearing on how these cases of misconduct are handled. This is just part of the learning process though, and so far, I've been pleased with how the services have handled the DADT repeal.	
64	I question the validity of this survey as questions 2-47 didn't include a neutral ground. I personally don't care if there are gays or lesbians serving in the military, I just don't want to know about it. It's no one's business, and that information is not needed to perform the mission. Now, gays and lesbians are more open about their sexuality in the working environment which, in my opinion, can affect the mission.	Nov 7, 2012 7:58 AM
65	There needs to be a "Don't Know" category. There were several answers that I just had to put something down whether I understood the question or not. One example is how DADT has effected re-enlistment, retention, and even morale. That is very difficult for someone to know if they don't have the facts. I put "no effect" because I don't know.	Nov 7, 2012 7:57 AM
66	Only success stories concerning the repeal of DADT will be highlighted. Negative effects and problems will be swept under the rug by our leaders. So it really doesn't matter what happens.	Nov 7, 2012 7:53 AM
67	This survey needs a lot more "Don't know" and "Don't care" answers. I have very few strong opinions about the issue of homosexuality. It's just not an important issue to me. I will say that marriage is a religious custom so homosexuals shouldn't have some strong desire to adopt such a practice. I find it interesting that they want to adopt a custom borne out of organizations that generally frown upon homosexuality. However, let them have their civil unions and all the legal benefits thereof.	Nov 7, 2012 7:51 AM
68	I don't care about a person's sexual preference. My opinion of them is almost always based on their performance of their duties.	Nov 7, 2012 6:19 AM
69	Good Luck on the thesis. This is a great topic to discuss.	Nov 7, 2012 6:16 AM
70	I understand the way the questions were asked, but I think some of the answers should have included further explanation ... yes, no or strong yes, no ... Isn't really an good answer for all questions.	Nov 7, 2012 5:36 AM
71	I believe that marriage has become entangled between the Legal (State) definition and the Parochial (Church) definition. The state should not discriminate when it comes to a matter of the extension of rights and privileges enjoyed by married persons. The church cannot be forced to view marriage as anything but a man and woman coming together and making a public proclamation of their commitment to each other and being bound together by God. They are separate issues.	Nov 7, 2012 4:44 AM
72	Marriage is defined by the Bible as a union between a man and a woman. The constitution says congress is to make no law concerning an establishment of religion, so what business does the military have being the tip of the spear in changing the definition?	Nov 6, 2012 11:27 PM
73	If divorce, fornication, prostitution, adultery and pornography are proven to be bad for unit cohesion and bad for "good order and discipline...", then how can	Nov 6, 2012 9:56 PM



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	open immorality somehow prove to be no big deal? The morality piece is completely ignored, and thus everything else means very little. There should be no preferential treatment in either case, but we will soon be celebrating "gay pride month" on the mess decks and it will slowly degrade the morals of our sailors a little bit at a time. And only a few years ago, a gay sailor could still do his or her job perfectly fine with all the protections they could ever want in the DADT policy, but now, we can no longer be truly fair, unbiased, or just with our dealings because added to competency, skill and talent are sexual orientation, marital status, and eventually gender.	
74	I am a gay Naval Officer so when it was announced that DADT would be repealed, that was one of the best moments of my life. I was finally able to stop lying about my life to serve the country that I love. The day that it actually was repealed, 20 SEP 2011, my ship was on deployment. Nothing outrageous happened, Sailors did not protest, there was not a huge "coming out." Our CO made a 1MC announcement about it 2 days later and made a note about how nothing was really different.	Nov 6, 2012 9:48 PM
75	I haven't seen any negative effects from repeal of DADT, and I think the Navy is mildly paranoid that there will be negative effects. Most Sailors in my unit were more concerned with more important issues, such as deployment time and Perform To Serve than DADT.	Nov 6, 2012 9:31 PM
76	A couple of things I noticed: I wasn't sure what a few questions were asking, such as "Civilian homosexuals are of no consequence to me". Of course they are of consequence to me, since some of my close friends/family members are gay. But, they are not of NEGATIVE consequence to me. Not sure what the question was looking for. Also, "Being gay or lesbian is likely a genetic or biological trait." is a bit misleading. "Genetic" implies that it's passed on from generation to generation, but "biological" implies that it is inherent in a person, though not necessarily passed down from the parents. The two really can't be grouped together. Glad you guys are looking at this issue!	Nov 6, 2012 9:28 PM
77	-philosophical (non-religious) views against condoning homosexual lifestyles in accordance with natural law is now not tolerated in spite of the fact there is no conclusive scientific data identifying a 'gay gene' that proves beyond doubt that homosexuality is a genetic, non-changeable condition versus a conditioned behavior encouraged by exposure to societal influences. I think it is possible there may be a slight genetic disposition but there is no proof. Just like an alcoholic may have genetic predisposition, doesn't mean we should condone incorrect behavior!! (at least scientists have found a gene for alcoholism!) But I am now prohibited from even expressing an intellectual viewpoint at risk of being labeled a 'homophobe' because I have a reasoned disagreement. This has happened NUMEROUS times to me at my command since the repeal. I am now the one forced to be in the closet because of my philosophical, moral, and religious beliefs. -I joined the military and felt that the high moral code standards matched what I strived for in my own life. My personal morals now differ significantly with that of the military organization. I know of two officers who retired earlier than planned (right at 20 yrs) because of this policy repeal and the religious discrimination they experienced. I would retire now if I was eligible, but I refuse to be run out from my own career that I worked so hard for. -I have witnessed several unwanted homosexual advances within my unit between other members. You can't say anything against it at risk of being	Nov 6, 2012 8:23 PM

labeled 'homophobic'. - I also noticed an increase of intolerance towards people with strong religious views (people who are TOLERANT to homosexuals but just don't CONDONE homosexual behavior). These people at my command are now withdrawn and are somewhat shunned now that there are four very flamboyant 'out' men at the command in a small sized workcenter. - i believe humans are intellectually superior to animals. that is why we don't succumb to base animal instincts and justify bad behavior as urges that can be found in animals!! Just because animals may display anomalous homosexual behavior doesn't mean humans should lower themselves to that standard! -marriage is an institution that is beneficial to the state, hence state regulates it and grants it. It is not a right!! I can't marry any being i choose because of 'love'.... I can not marry my sibling. I can not marry my cousin. I can't marry my dog. I can't marry my parent. I can't marry two people of the opposite sex at the same time. Because children from such unions would only be a burden to the state. The purpose of marriage is to provide the most stable beneficial environment to "produce" children and future generations to propagate the state existance. The state doesn't regulate the institution of marriage because it is a 'right to love whomever you feel like'. Marriage is a privileged institution that benefits the stability and healthy natural propagation of society on behalf of the state's interests. Gay 'marriage' is not capable of meeting this definition. Every child deserves a mother and a father. Gay couples can not conceive new life in any way shape or form within nature. - I know feel very marginalized and discriminated against because of my religious beliefs that i can't even express. Last time i checked, Freedom of religion was in the constitution yet i am discriminated against because it is now the socially in vogue thing to do. - In no way shape or form is this comparable to the civil rights movement and the racial integration of the military. Period. Gays can set up wills and trust guaranteeing financial security for their partners. Gays can have any job they want. An interracial couple can conceive a child, a gay couple can not. Thank you for the opportunity to express my views. Contrary to the BS that was advertised prior to the repeal in the media, no one in Congress or in senior leadership gave any consideration to opinions of people who would be impacted by this policy-- they just ram-rodded this tripe through the system.

78	I believe 34 is not properly worded...I strongly disagreed since I have always been tolerant of gays. I am surprised you did not break up tolerance of gays vs lesbians. Good luck with your thesis	Nov 6, 2012 8:11 PM
79	Some of your questions don't make sense and appear biased.	Nov 6, 2012 8:11 PM
80	Just like racism, the military has led the way for equality in the U.S.- LGBT is just another form of racism. Let's demonstrate to the world that it doe s not matter your sexual orientation.	Nov 6, 2012 8:08 PM
81	The biggest problem I see is the trade off between heterosexual rights and homosexual rights in regards to berthing. There are sailors who are adamant about not wanting to have to share their berthing with homosexuals for whatever reason (religious, personal etc). However with the repeal these same sailors now have to suck it up or get out of the navy. It almost seems like reverse discrimination. Also in regards to berthing is the issues with the shower facilities. There is a chance that good order and discipline will break down. The main reason is that many heterosexuals may feel uncomfortable sharing these facilities and changing in front of homosexuals. Although rules are in place, fights	Nov 6, 2012 8:02 PM



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	<p>may break out and/or increase disrespect may become prevalent. Also, the reverse discrimination continues here. In my opinion it is unfair that homosexuals are allowed to shower with the gender that they are attracted to. On the other hand a heterosexual can not even be in the same stateroom alone with the other gender. Again that seems to me like a little hypocritical. Finally is the possibility that allowing in more homosexuals may increase the chance of having relationship formed within the berthing, especially on deployment. Although forbidden even for heterosexual partners this leads back to a break down of good order and discipline. With all that being said, I believe that within the workplace homosexuals will be a great "addition" (many already are there and serving). They should be included in all facets of the chain of command and have no restrictions on job. I believe in identifying the character and performance of an individual to define them, not who they are attracted to or what they do on their off time.</p>	
82	<p>questions I did not answer were either offense to me or out side of any information I had to answer to my satisfaction</p>	Nov 6, 2012 7:50 PM
83	<p>It is unfortunate to know that in today's military a small minority of individuals can change a policy for the entire DOD. We are fighting a war, and will shift to a heavy focus of Pacific theater operations in the near future. Why the entire military is continuously reminded of a policy that a small group of people disagreed with is beyond me. It's not about sexual preference, it is about good order and discipline. If a gay service member joined the military under DADT, and then decided that they didn't like the policy that should be their problem. To stay in the military and focus on what they were trained to do, or vote with their feet and get out because they don't agree with the policy. Instead they made it everyone else's problem. Additionally if a knowingly gay service member joined under DADT, they lied about sexual preference on the application, until the application was changed not to include sexual preference. An addition to your thesis should be to find out the percentage of people who lied on their application about sexual preference during DADT.</p>	Nov 6, 2012 7:41 PM
84	<p>I feel like the questions in this survey were very negatively worded. There is in fact a gay community at NPS and I think it is important to realize that we are here. Above all, the biggest positive impact of the repeal of DADT is the fact that we can focus on our jobs and our own personal successes without the threat of losing our jobs simply based on who we love in our personal lives. For me personally the repeal has greatly increased my desire to stay in and continue to perform well at everything that I do. I have seen absolutely no negative impact from the repeal, only positive things.</p>	Nov 6, 2012 7:37 PM
85	<p>I have no issues with a gay or lesbian person, I do believe that it a choice that a person makes. I have no issue with a gay or lesbian person having equal rights in marriage, they should be allowed to marry someone of the opposite sex, just as a heterosexual person can. Homosexuals should not be allowed to serve openly in the military as it lends to continued low morals and family values. Our country is in enough trouble without ruining our military's unit cohesion and high character.</p>	Nov 6, 2012 7:31 PM
86	<p>The #1 reason DADT needed to be repealed is that it encouraged dishonesty counter to Navy Core Values. The sodomy laws within the UCMJ are outdated and were never applied in an equal fashion between homosexual and</p>	Nov 6, 2012 6:56 PM

Page 2, Q1. Please feel free to share any comments below.

	heterosexual service members. DoD should stay out of the bedroom and focus on the mission.	
87	My biggest concern with the repeal of DADT is the perceived lack of concern for heterosexual concerns. My prior assignment was onboard a CVN where I was directly responsible for the supervision of officer berthing assignments (through a division officer). Following the repeal of DADT several of our officers revealed they were openly homosexual. The some of the existing stateroom mates of these officers expressed their discomfort with living with these homosexual officers. Based on the training received prior to DADT I was told I couldn't move the officers with concerns. I questioned this policy and we sought clarification from the next higher level. Again we were told no special treatment for homosexual officers or those uncomfortable with living with homosexual officers. My issue with Navy policy post DADT stems from the apparent contradiction of Navy policies. It is accepted that I should not put a male and a female in the same stateroom or allow them to use the same head. How come it is acceptable for a homosexual and heterosexual to share a stateroom or head? Are the concerns about male and female interaction not the same as concerns about homosexual and heterosexual interaction? I'd love to talk more about this and will contact the survey originators about participating in a focus group.	Nov 6, 2012 6:46 PM
88	Found myself looking for the 'neutral' choice but found nothing frequently.	Nov 6, 2012 6:30 PM
89	The fact that this survey is being conducted, with the obvious bias listed in the 'original' questions, indicates the failure of our DADT policy. The military should lead the way...Provide equal rights to all of its members and their families, support marriage for all of their service members. As the protectors of the Constitution and the American Way of life, we need to lead change when it is needed...not be fearful of recruiting woes.	Nov 6, 2012 6:18 PM
90	Q56-Actually a CWO4.	Nov 6, 2012 6:15 PM
91	This survey is horribly written.	Nov 6, 2012 6:13 PM
92	#34 seems a bit ambiguous. My feelings haven't changed since the repeal of DADT, the answers make it seem like it had a negative effect.	Nov 6, 2012 6:12 PM
93	Bottom line is like most forms of discrimination only a few people care if someone is homosexual, but that few can be a pain. I don't think homosexuals should be married because I think that is a religious sacrament. I do beleive a different covenant could be invented that would provide similar benefits, just please call it something different (egairram? that's marriage spelled backwards).	Nov 6, 2012 6:05 PM
94	The Navy, and country as a whole, have much more pressing concerns than what someone else's sexual orientation is.	Nov 6, 2012 5:59 PM
95	The sexual orientation of people in the military is their own private business. Repealing of DADT was merely a political decision	Nov 6, 2012 5:55 PM
96	A lot of people also have concerns with the timing of the training and repeal of DADT. There was the perception that the DoD made too big of a deal of DADTs repeal and it took some focus away from mission essential tasking. I would have liked to see a couple questions about the timing and mission impact of its	Nov 6, 2012 5:54 PM

Page 2, Q1. Please feel free to share any comments below.

implementation.

97      Awesome study. I'm interested to see what will come of the results...

Nov 6, 2012 5:49 PM

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